

Local Government SERVICE

PLAN FOR A
STRONGER
NALGO

—Page 151

OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

Vol. XXI

JULY, 1941

THREEPENCE

NOTES AND COMMENTS

Civil Defence on Trial

ALL who have read the full report of the recent Commons debate on Civil Defence—and we commend a close study of the record for June 11 and 12 to every local government officer—must agree that the local authorities emerged from it with credit—which more than can be said for the Government departments. The severest critics appeared, in the main, as their comments showed, to be those with the least knowledge of the subject, whereas those with practical experience of the day-to-day working of local government, such as Mr. Morrison, Mr. Jack Lawson, and Mr. Willink, were as lavish with their praise as is Mr. Malcolm MacDonald in the remarkable speech we publish on another page.

As Mr. Morrison said, "local government has nothing much to apologise for. It has risen to the occasion in this war. Local authorities have their imperfections and their faults, but, taking them by and large, they have done a great job and have served their country well."

If, as many officers may think, the quality of speeches was lower than might have been expected—there was a depressing absence of informed criticism and constructive suggestion—that fact merely confirms the contention we have made *ad nauseam* in these columns that, if we are to improve the civil defence services, it is only the men on the job who can do it. It is not possible to import a dozen experienced officers into the House on those two days, and to persuade them to speak openly and frankly, the debate would have been infinitely more useful and stimulating than it was. Not surprisingly, the best contributions came from the few members who have worked under and with the local authorities—Sir Jocelyn Lucas, a serving member of the A.F.S., and Mr. Willink and Mr. Lawson, both deputy Regional Commissioners—and the worst from those who approached the problem as theorists only.

Earning the Lessons

MR. WILLINK'S speech was outstanding, packed with wise comment and fruitful suggestion. Among his more notable points were the serious effects of the depletion of local authority staffs by raising the age of reservation, the reluctance of authorities as yet unblitzed to move before the event, and the need for a much more efficient information service—between the local authority, other authorities, Regional headquarters, and Whitehall, and between the local authority and the public—all aspects of the problem we have pressed in these columns for months past. The most startling statement of the whole debate, in our view, was his admission that, though his office had been visited by several people from foreign countries, seeking knowledge of the way in which the problems were being tackled, not a single local authority in England, Scotland, or Ireland had asked him for general information on the lessons of London's experiences.

Mr. Ernest Brown sought to answer this by arguing that all the lessons of raids were promptly circulated to all local authorities from Whitehall. Are they? The interest aroused by recent articles in LOCAL GOVERNMENT SERVICE—articles based on information far less complete than that in the hands of the Government departments—and the fact that many of the lessons we stressed months ago are only

possesses in the general conduct of the war—in other words, a Deputy Prime Minister for Home Affairs—and a greater devolution of authority to the Regional Commissioners—whose personnel and staffs would need simultaneously to be greatly strengthened, preferably from the ranks of outstanding figures in local government who have first-hand experience of the problems. Were local authorities able to get most of their day-to-day questions answered promptly by the Regional Commissioner, without the need for reference to Whitehall, and were we to possess a "super-Minister" to co-ordinate the activities of his colleagues and to serve as a final court of appeal and source of executive decision, we should be a good deal nearer than we are to efficiency in organisation.

ON OTHER PAGES

	Page
BLUEPRINT FOR A STRONGER NALGO, by "Critic" ...	151
MANY MEMBERS IN BIRTHDAY HONOURS LIST ...	154
LOCAL GOVERNMENT'S "GLORIOUS VINDICATION," by Malcolm MacDonald, P.C., M.P. ...	155
WE CALL FOR NATIONALISATION OF ALL LAND ...	156
VICTORY IN INDUSTRIAL COURT ...	157
REORGANISING COWSLIP, by "Jackass" ...	158
AT RANDOM, by "Hyperion" ...	159
EMERGENCY COMMITTEE MEETS ...	160
ROLL OF HONOUR ...	161
READERS' FORUM ...	162
WHEN YOU MUST PAY UNEMPLOYMENT CONTRIBUTIONS ...	164
J. Y. FAWCETT—NEW N.E.C. MEMBER ...	165
T. J. METCALFE LEAVES BRIGHTON ...	165
HOW 90 MEMBERS RAISED £33,000 ...	166
WEST HAM'S £8,700 FOR WAR SAVINGS ...	166
YOUR QUESTIONS ANSWERED ...	168
SCOTTISH NOTES ...	168
SALARIES AND SERVICE CONDITIONS AND HEADQUARTERS ANNOUNCEMENTS ...	170

now being adopted, suggests that they are not. We hope to return more fully to this question next month.

Opening the Bottlenecks

TO the main argument of the critics, that there should be a single Ministry of Civil Defence, instead of the present patchwork system which gives twelve or fifteen departments a finger in the pie, Mr. Morrison returned a powerful and superficially convincing answer. It is true, as he pointed out, that defence against air attack is a national problem affecting every department of State, as it affects every department of local government, and that to put it all under one Ministry would involve more overlapping and confusion than it would prevent. Nevertheless, he failed to convince that, under the present system, everything practicable was being done to avoid such overlapping and confusion and, in particular, to blast open the bottlenecks of Whitehall—of which a number of devastating examples were quoted by other speakers.

What is needed, we suggest, is a Minister possessing the same overriding authority in civil defence matters as the Prime Minister

Book of the Blitz

READERS of Ritchie Calder's fine article in last month's LOCAL GOVERNMENT SERVICE, and of his many other articles and books on raid problems, will recognise him as a severe and uncompromising critic; indeed, many officers may think that, in the past, he has been less than generous to local government. It is with especial satisfaction, therefore, that we commend his latest book, "Carry on, London!", in which he records and pays due tribute to the astonishing progress made since he first exposed the blunders and failures of the early days of the blitz. Of all the books published about what Mr. Ernest Brown has described as "The Battle of the Doorsteps" this is the best we have seen, packed with vivid incident, wide observation, and deep knowledge, and as unflinching in its tribute to heroism and efficient organisation as it is unsparring in its condemnation of blindness and stupidity. While it can be read with profit by every officer and councillor, its reading should be made compulsory among all associated in any way with civil defence in the areas which have so far escaped heavy attack and which, in consequence, may be suffering from those besetting sins of the British race—over-confidence and complacency.

The Port Glasgow Award

THE award of the Industrial Court in the dispute between NALGO and Port Glasgow town council, reported on Page 157, is likely to be as important as it is satisfactory to the Association.

Port Glasgow, though represented on the Scottish Whitley council through its membership of the Convention of Royal Burghs, which has four representatives on the employers' side of the council, has persistently refused to adopt either the Whitley council's basic salary scales or its awards on cost-of-living bonus. NALGO has shown the utmost patience in negotiations with the council, despite repeated rebuffs and refusals. Finally, after trying for more than two years to reach an amicable settlement, the Association decided

that an appeal to arbitration was the only course left open to it.

The decision of the Industrial Court fully justified its action. It rejected entirely the pleas submitted by Port Glasgow and ordered the town council to pay the basic salaries recommended by the Whitley council, with retrospective effect from July 1, 1940, together with the various awards on cost-of-living bonus from the dates upon which they were notified to it.

Although reasons for the decision were not given, it seems clear that the Court accepted NALGO's claim that the terms and conditions settled by the Whitley council are "recognised terms and conditions" within the meaning of the National Arbitration Order and, as such, must be observed by all local authorities represented on the Whitley council, whether directly or through an association of which they are members. The decision, of course, applies to the Port Glasgow dispute only, and to Scotland only—but it is certain to have a far-reaching effect in enhancing the prestige of Whitley councils throughout the country and in securing more general observance of their decisions. In that sense it establishes a precedent of outstanding importance.

More Aid for Benevolent Fund

AT the meeting of the emergency executive of the N.E.C. on May 31, it was reported that Benevolent and Orphan Fund income for the first four months of this year was up by nearly £900 compared with the corresponding period last year—largely as a result of an increase from £1,325 to £2,100 in donations, the result, in the main, of special efforts by branches.

Here is the latest list of some of these efforts—amply showing that, even in wartime, it is possible for branches to raise or give substantial amounts to the fund.

Cardiff—£100 raised by a joint dance with the Glamorgan County branch, a draw for War bonds and savings certificates (given by individual members), and £50 from branch funds;

Dewsbury—donation of £10 10s. 6d. from branch funds;

Hartlepool and West Hartlepool—£7 5s. 1d. raised by a dance organised jointly by the two branches;

Leeds—£90 12s. 8d. raised by Whitsuntide efforts last year and this, a special collection (£40), Christmas effort 1940, and £11 from branch funds;

Newport—£125, raised from increased contributions and £10 proceeds of a Christmas draw;

Newcastle-upon-Tyne—has pledged itself to contribute at least £185 this year;

Oldham—special donation of £50;

Preston—special donation of £98;

Southport—special donation of £50 4s;

Tynemouth—£15, balance of donation of £30 from branch funds;

Salop C.C.—£65, raised at a series of dances;

Spencerborough—£3 10s., half the proceeds of a dance in aid of the B. & O. Fund and the local soldiers' Forget-Me-Not Fund.

The need is still urgent, as will be realised when it is pointed out that, although receipts for the first four months of this year totalled £5,638, expenditure reached £10,746, nearly twice as much. There is thus plenty of leeway to make up if the Fund is to continue its good work and remain solvent. Were all branches to follow the example of Newcastle-upon-Tyne and pledge themselves to give a fixed sum this year, equivalent, as is the amount it has promised, to about 6s. per head of the membership—6d. a month—we should raise over £30,000, enough to cover all commitments.

An A.R.P. Insurance Scheme

THE value of the scheme of death and disablement insurance adopted by Coventry Corporation for its civil defence workers in supplementing the none too generous official allowances has been amply demonstrated since the heavy raids to which the city has been subjected. Already, £10,000 has been paid out, and there is a heavy liability still outstanding.

When the scheme was launched, the premium was 5s. to provide a death benefit of £20 and disablement benefit of £2 a week for 20 weeks. Any number of units up to five could be

SHARE YOUR JOURNAL

IF the absence of serious complaint be any criterion, branches and members are operating successfully the scheme for rationing "LOCAL GOVERNMENT SERVICE" introduced last month, and we trust that readers appreciated the fuller journals it has made possible. But we are most anxious that every member should see the journal, and therefore again appeal to all who receive a copy to share it with colleagues who do not, or to return it to their branch secretary when they have read it.

taken out: thus, for a payment of 25s. a member of the scheme could obtain death benefit of £100 and disablement benefit of £10 a week.

Unfortunately, the city's unhappy experiences have compelled revision of the premium, which now stands at £1 a unit to provide £20 death benefit and disablement allowance of £1 a week for 52 weeks. Insurance operates for 12 months after payment of the premium, and is available to all civil defence workers connected with the works organisations or the corporation's A.R.P. scheme, police and special constables, headquarters telephone staff of the Royal Observer Corps, and members of the Home Guard (when not on Home Guard duty). A.R.P. Headquarters, Coventry, will be happy to give further details of the scheme to other local authorities interested.

More Mutual Aid Schemes

WE have already referred from time to time in these columns to the various schemes initiated by different branches for mutual help by and to their members affected in one way or another by the war. More comprehensive than most are two recently launched by the Croydon branch, of which the late secretary, Norman Rogers (now serving in the Forces), sends details.

The first is an attempt to overcome a difficulty with which an increasing number of officers is likely to be faced. One, when called up (or bombed out), may wish to store his furniture or move his family into cheaper accommodation; another, buying his house on mortgage or renting it on a long lease, may find it difficult to meet the mortgage charges or rent. Were the two to be brought together, the problems of each would be solved—the man with more room than he needs helping the man with more furniture (or family) than he has room for.

In an attempt to bring these two together, Croydon branch has started a register of members needing accommodation for storage or living and of members willing to offer one or more rooms in their homes. It is suggested that the rent asked, if any, should be as low as possible; at the same time, it is recognised that the man offering the space may be in need of money to help him meet the costs of maintaining his home.

Beyond maintaining the register and, through it, bringing the member seeking accommodation into touch with the member offering it, the branch wisely accepts no responsibility: members must make their own arrangements and settle any disputes (but, of

course, those are unknown in a NALGO branch!) themselves.

Safeguarding Records

THE second scheme, of wider application, aims at helping those who, in these uncertain days, wish to deposit in safety some record of their personal affairs which they could recover should their homes be destroyed, or which could be sent to a relative or friend should they themselves be killed or injured.

Members wishing to utilise this scheme are provided with two specially printed envelopes, in each of which they place duplicate copies of such documents as wills (or directions for finding a will), and details of insurances, investments and savings, bank accounts, mortgages, next of kin, and the like. These envelopes, sealed by the member concerned, are then—by arrangement with two principal officers—deposited in locked boxes, one in the strong room of the council offices and the other in a strong room in another part of the borough. On the outside of each envelope the member writes the names and addresses of two persons to whom it may be forwarded (by registered post) if necessary.

Both these are admirable schemes which might well be adopted by other branches which have not already organised something of the same kind.

Ideas Department

YET a third Croydon scheme is worthy of emulation by every authority in the country. It arose from an appeal made to the staff by the chairman of the council's finance committee, for the exercise of the greatest diligence and economy in administration, and a suggestion from him that awards should be made to the staff for ideas for economies and improvements in the service. The branch executive replied that, since one of NALGO's main objects was the improvement of the local government service, the staff did not require any reward for such suggestions, and offered to organise their collection, to collate them, and to pass them on to the proper quarter.

This offer was readily accepted, and a special committee—that appointed to consider reconstruction—was instructed to operate the scheme. A letter was sent to every member of the staff inviting practical suggestions. Ideas on administration go direct to the committee, while ideas affecting only a particular department go to the head of that department, a copy being sent to the committee, which considers whether it could be extended to other departments or sections.

Members unable to reduce their ideas to writing, or who feel that they are too vague for precise formulation, are invited to discuss them verbally with the committee.

The scheme is meant to be continuous and does not represent a competition. As ideas occur to members, and as they are submitted to the committee, they are discussed and, if considered useful, are forwarded to the proper quarters. Already a number of ideas have been offered—some useful, though of local effect; others rather revolutionary, but indicating imaginative practicability. The scheme, as a whole, represents a noteworthy effort to focus intelligent attention upon the current problems of local administration arising from the repercussions of the war.

A Correction

IN the account we gave last month of the air raid distress fund inaugurated by the Kent County branch it was stated that the branch had experienced no difficulty in obtaining a certificate of exemption from registration under the War Damage Act, 1940. This was a stupid slip of the pen: we should have said that the branch had experienced no difficulty in obtaining a certificate of exemption from registration under the War Charities Act, 1940.

Mayoral Procession, 1942



"... and shall be glad to receive new ration book without further delay."

improvements which their chiefs considered undesirable."

For this position, the obvious remedy is suggested—the exclusion of chief officers from active membership of the Association (while allowing them the benefits of the ancillaries).

4. *A united policy is impossible.* Finally, Miss A. D. Baxter finds a major cause of NALGO's alleged weakness and lack of vigorous unity in the fact that its members cover so wide a range of professions, incomes, and qualifications. As a result, "suspicion rises from the lower ranks, condescension drips coldly on enthusiasm... equality and mutual respect are lacking..." and we have the problem of "backwaters of the contented surrounded by torrents of the dissatisfied."

For remedy here, Miss Baxter suggests, rather vaguely, that committees representative only of the ranks of the service interested should deal with salaries and service conditions. They would, presumably, advance their claims and suggestions to the N.E.C., which would "be concerned with policy and the service."

Give More Members a Job

These four comprise what I regard as the major fresh faults—or alleged faults (for I cannot admit them all)—in NALGO thrown up in the discussion. There were other, and minor, points—such as Norton's proposals for reinvigorating Conference; Hutchinson's for the reform of the Association's accounting machinery; and Maslen's for a brighter annual report—which I do not propose to discuss at length now. They are matters of detail which could be dealt with by the existing administrative machinery.

In addition, however, a number of correspondents, while approving my own criticisms, advance new, and sometimes better, solutions of the problems they raised. I liked, for example, W. J. Turner's cure for branch apathy by giving more members a definite job in the Association. It is probably true that the most apathetic and ineffectual branches are those in which all the offices are held by a few individuals who are re-elected every year, just as it is equally true that nothing stimulates individual interest in and enthusiasm for the work of the Association so much as the holding of a branch office. On the other hand, how often does it happen that the offices remain in the same few hands simply because nobody else can be found with sufficient interest to take them on? Where this is the case, members have only themselves to blame for the results.

Opinion on the value of the district committee inevitably varied with the personal experiences of the contributor. While Norton and Hutchinson were critical—the latter to the point of wanting to abolish the committee altogether, substituting for it twice-yearly regional conferences—Robson found

it intelligent, ideally constituted, intimate, and vigorous. This seems to imply wide differences in the liveliness and activity of existing district committees, and suggests that were all to be raised to the level of the best, the problem would be solved. Possibly the best means of attaining this object would be the adoption of H. Langford's plan of appointing a full-time NALGO organiser as district committee secretary. That would ensure greater uniformity of practice and efficiency—especially if district committees were required to submit regular reports on their activities to the N.E.C., which could then criticise, suggest, or offer help as might be required. There can be no doubt that the district committee has a vital part to play in the future development of NALGO, and I should like to suggest that each one, now, appoint a special sub-committee to examine its activities, efficiency, and operation, and to suggest ways of improving all three.

Paid Branch Secretaries?

It was encouraging to find such general agreement on my proposals for a stronger organising staff and an increase in subscriptions. Rogers, indeed, goes further than I did, advocating full-time paid secretaries for each branch or group of branches (working out at one per 1,000 members), and an immediate levy on subscriptions, while Hutchinson would have a secretary-accountant for each unit of 1,000 members and an organiser for each five units. Neither examines the cost of these proposals. Rogers' would call for 120 paid secretaries and Hutchinson's for 120 secretary-accountants and 24 organisers. Assuming that each would cost the Association (in salaries, office accommodation, postages, telephone, travelling expenses, and so on) an average of £500 a year, the total would work out at £600,000—approximately 12 times the present net subscription income, and equivalent to an average annual subscription of £5 per member (assuming that the increase resulted in no loss of members).

Of all the articles, I thought that Rogers' was the most provocative and constructive. He saw an outstanding weakness—and here Hutchinson agrees with him—in the fact that NALGO lacked an "official opposition," continually watching, criticising, and "gingering up." In normal times, Conference provided this to some extent—although, as Norton and J. Short emphasised, the opportunity provided for the critics there was lamentably restricted. Today, even that outlet is not available, and critics are confined to persuading branches and district committees to send resolutions to the N.E.C. (before whom the critics, unless they happen to be members of the council, cannot appear to argue their case) and to writing letters and articles for LOCAL GOVERNMENT SERVICE.

While I heartily agree with the principle of an opposition—it is an essential feature of any democratic assembly, and Parliament is the poorer for its absence there today—I doubt whether Rogers' proposals would secure his object. He advocates the setting up in each district of a "commission of competent constructive critics of the N.E.C.—men with imagination and a facility for realising the exigencies of the present peculiar circumstances," who should "find the best brains in NALGO and milk them for ideas," ultimately presenting the cream to a "national commission."

This sounds impressive, but how is it to be operated? Who is to choose these "competent constructive critics," and how are they to find and pick the Association's "best brains"?

Are not those "best brains" already occupying responsible positions within the Association? To imply, as Rogers does, that they are not, is to condemn the members themselves for electing the wrong people to represent them. And would not such "commissions" tend inevitably to become concentrations of cranks and axe-grinders? The idea is interesting, but I fear that it would break down in practice.

District Committee's Job

In any case, it should be the work of the district committee, if it does its job properly, to focus and express opinion, critical and otherwise. It is doubtless true that, today, the meetings of some district committees are as futile as Norton suggests, with an agenda that is merely "a mass of reports, accounts, and confirmations of months-old minutes." But that is the fault of the committee and its members and might easily be remedied. District committees are supposed to meet four times a year. Why should they not confine their routine business to two only of those meetings, and devote the other two to the discussion of major policy—converting themselves, in effect, into the "twice-yearly regional conferences" Hutchinson advocates? If the agendas of those conferences were ruthlessly pruned of formalities and inessentials and were restricted to notices of motion on major questions before the Association, combined with reports on the important decisions and activities of the N.E.C., then the meetings could do more in the initiation and direction of NALGO policy in a morning than the annual conference succeeds in doing in three days. There would be time for reasoned argument, minority opinion would have a chance to express itself, and intelligent debating would not be hampered by that barrier between "platform" and "floor" which reduces so many annual conference discussions to a scramble by each side to put up the biggest score of debating points in the shortest time. Were district committees to adopt this idea, why shouldn't they make a start now by devoting their next quarterly meetings to discussion of the points raised in this debate, and the formulation of plans for NALGO's reconstruction?

Access to the N.E.C.

To this alternative to his proposal, Rogers and those who think with him might well reply that, at present, district committee discussions are futile, since the views expressed do not reach the N.E.C. save in the form of resolutions which the council as often as not decides merely to "receive," or in the reports of N.E.C. members of the district committee concerned, who may not personally share the opinions of their committee. We had an example of the latter in the debate on T.U.C. affiliation when, to judge from the report in LOCAL GOVERNMENT SERVICE, a number of N.E.C. members stated the views of their district committees supporting the proposal but themselves voted against it. In short, the views of district committees appear rarely to be

ly stated before the N.E.C. and the views minorities scarcely ever (unless a member the council happens to share them).

This difficulty might be overcome were each strict committee, and each minority group a certain fixed strength within a district committee, to be entitled, when it considered a question to be of sufficient importance to justify to send a deputation to the N.E.C. to argue the case before it. This would be an unorthodox procedure, certainly, but these are unorthodox days, and the experiment might be worth giving a trial. It would at least give an opportunity to test the strength both of the strict committees and of minority movements within the Association.

Lighter Annual Reports

Rogers' second suggestion, for an "internal relations" programme, by which the N.E.C. could explain its work and purpose to the members generally, is a sound one—though should never have been necessary to make.

For what else is the object of the annual report, and the summary of the annual report (unfortunately not being issued this year) is to explain the work and purpose of the N.E.C.? The suggestion amounts to a criticism of that publication—a criticism which Maslen heartily endorses and with which, in large measure, I agree.

In its annual report, as in its machinery generally, NALGO, it seems to me, has fallen into the error of too slavish imitation of the local authorities. We all know what appalling documents (with a few honourable exceptions) are their annual reports! NALGO's annual report should be a simple, well-written, illustrated, and, above all, readable account of the Association's work and objects, so attractively got up that the most pathetic member will read it with interest, and with the accounts, facts, and figures it contains presented in such a way that the most non-technical can understand them. It should be the most effective propaganda material the association issues. How far it falls short of that ideal today my readers can judge for themselves.

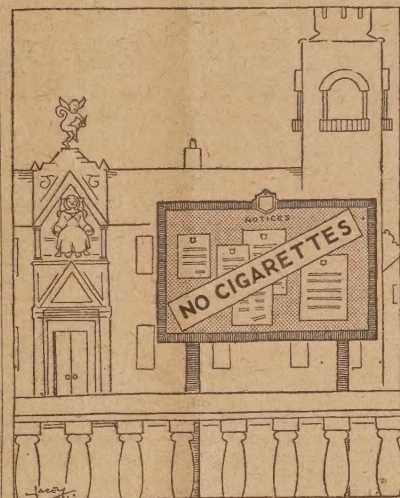
Branch Applications

I cannot agree with Robson and those who are his view, that branches are handicapped by the fact that the attainment of national policy is left largely in their hands. The application here that every application to a local authority must be made by the branch itself is simply not true. Any branch can call in the paid officers of the Association to prepare and present a case on its behalf. It is perhaps fortunate that today not all take advantage of this facility, else the divisional staff would be overwhelmed; but the increase in the number of organisers, already advocated, would make it as feasible as it is desirable.

Nor can I agree with the suggestion that chief officers should be excluded from active membership of NALGO. It is no doubt true that some chief officers do not fully support its principles and tend to adopt the attitude of employers rather than that of colleagues; but such chief officers, by virtue of their attitude, are not active in the affairs of the Association, and if branches choose to elect them to responsible positions they have only themselves to blame. Never, in my association with NALGO, have I seen the slightest indication that the chief officers who are members of the N.E.C. have taken a line opposed to the interests of the lower ranks; on the contrary, they have played a leading part in every campaign designed to improve salaries and service conditions for all—as it is in their own interest they should do. In the local authorities, on the staff sides of Whitley Councils, and on deputations to Government departments, they exert an influence which their juniors could never claim, and I am convinced that, were it to exclude them from active participation in its councils, the

Association would lose influence out of all proportion to any advantages it might gain.

I cannot support Miss Baxter's plan for sectionalising proposals on salaries and service conditions. By all means see that each grade and section of the service has a voice in NALGO's policy—but for heaven's sake don't increase still further that "departmental" attitude which is one of the curses of local government! For years, the Association has been fighting it and trying to inculcate the idea that local government service is a profession just as is law or medicine, deserving of professional standards of qualification, remuneration, and status. Miss Baxter's plan



as I interpret it, would put the clock right back, returning us to the day when a clerk in the gas department was a clerk in the gas department and a sanitary inspector was a sanitary inspector, with no community of interest between them, and the term "local government officer" was no more than a fiction. Gynaecologists, radiologists, psychotherapists, and surgeons do widely different types of work, yet they are all doctors with a common professional outlook and policy and a common minimum standard of training and qualification. We want to encourage a similar attitude in local government and it would, I feel, be fatal to that aspiration were we to have separate groups of engineers, librarians, housing clerks, and school attendance officers putting forward independent and competing claims. Salary rates must vary in accordance with training, qualifications, and ability—but the variation should be reduced to the minimum. Salaries for the whole of the service should have relation to common national standards. That object can be attained only by the formulation of scales nationally by a single national body.

Electing the N.E.C.

I do emphatically endorse the views of those who criticise the method of election of the N.E.C.; it was a serious defect in my original article that it did not stress this point. In theory, NALGO is a democratic organisation and members can elect whom they wish to its directing executive. In practice, however, they elect the people chosen for them by a minority of influential members of big branches and district committees. Nineteenths—or more—of those who vote have not the slightest knowledge of the personalities, ideals, and objects of those for whom they vote; they have no guarantee that the candidate of their choice does not hold views about the Association diametrically opposed to their own. This is reducing representation to a farce and making a mockery of demo-

cratic procedure; more serious still, as Robson points out, it gives disproportionate power to certain big branches and district committees, enabling them, though in a minority in the Association as a whole, to "pack" the N.E.C. with their nominees and to sway its policy to their desires.

While it is easy to condemn the present system, it is less easy to find a practicable alternative. Barker suggests that candidates should circulate election addresses, and Norton that they should publish their views and policies in LOCAL GOVERNMENT SERVICE. But would these devices justify their expense? The former would require the publication of close on half a million addresses, while the latter, even were the statements limited to 500 words apiece—not much space in which to declare one's views and aims for NALGO!—would take up nearly forty pages of the journal, using rather more words than the average novel (but doubtless a good deal less digestible). Either course might be worth while were it likely to guarantee the election of the best candidates. Would it be? Addresses in municipal and Parliamentary elections are notoriously misleading documents, rarely giving an adequate picture of the real views of the candidate, and never indicating (what is more important than his opinions) the quality of his enthusiasm, intellectual ability, and wisdom in counsel. It is not impossible that the best election address would come from the least suitable candidate!

Let Districts Do It

Possibly the best solution would be that suggested by Maslen—the election of the N.E.C. direct from and by the district committees. Such a system would at least ensure that candidates were personally known to all called on to vote, and that voters had an opportunity of assessing their relevant qualities. In theory, too, it should lead to the choice of the best men for the job, since the district committees are presumably composed of the cream of the members. Whether the election should be by card vote, as Maslen suggests, or by the counting of heads in the district committee is a point deserving of fuller discussion. The card vote would give possibly undue weight to the bigger branches, while the individual vote would do the same for the smaller branches; perhaps some more equitable system of proportional representation could be devised.

LET US START NOW!

An Immediate Programme

These, then, are the outstanding criticisms of the present structure of NALGO and the main proposals for its reconstruction emerging from the discussion. Can we synthesise them into an immediate programme for nation-wide discussion and eventual adoption after such modification as that discussion suggests? I think we can. Here is my version of the programme:

1. THE BRANCHES

Vigorous attempts should be made at once, by the N.E.C., the district committees, and branches themselves, to increase and develop the enthusiasm of individual members in the work of the Association, and in particular to reinvigorate those branches which are weak and ineffective. Steps in this policy should include:

- Preparation by each district committee, with the help of the organising staff, of a detailed report on the working, condition and "morale" of each branch in its area;
- Initiation by the N.E.C. and execution through the districts, of a comprehensive long-range "internal relations" programme designed, in the light of the reports prepared, to bring each branch up to a

(Continued at foot of page 154.)

Many Members in Birthday Honours List

THE names of many members of NALGO, and of personalities closely associated with it, appear in the Birthday Honours list which, as was to be expected, accords special recognition to outstanding achievements in civil defence and other of the wartime activities of local government.

Members will, we feel, find especial pleasure in the elevation to the select order of Companions of Honour of Mr. A. V. Alexander, First Lord of the Admiralty, for it was in NALGO that "the most successful First Lord between Churchill in 1914 and Churchill in 1939" obtained his first interest in and experience of public life. Mr. Alexander began his career, after a short period as an office boy in a Bristol leather factor's, in local government, first as junior clerk in the Bristol School Board office, later being transferred to the school management department of Somerset county council, in which he rose to the position of chief clerk to the higher education committee. During this period he flung himself enthusiastically into the organisation of the then young and rapidly growing NALGO, becoming secretary of the Somerset branch and vice-chairman of the provincial Whitley council, and retaining his membership until, in 1920, he was appointed parliamentary secretary to the Co-operative Congress.

Other honours of particular interest to NALGO members are the award of a knighthood to Mr. J. D. Ritchie, general manager of the Port of London Authority, and formerly town clerk of Burnley, during which period he was a member of the Association and attended meetings of the National Council (before the creation of the N.E.C. in 1918), and of a K.C.B. to Sir John Maude, secretary to the Ministry of Health and for many years a good friend of NALGO.

Outstanding among the present members honoured are Dr. A. S. M. MacGregor, medical officer of health at Glasgow and president of the Glasgow branch from 1926 to 1940, who receives a knighthood; Capt. T. Lockett, deputy A.R.P. controller at Stoke-on-Trent and a member of the Stoke-on-Trent branch executive, who receives the O.B.E.; Mr. A. Denton Ogden, chief sanitary inspector to Chelmsford R.D.C. and a member of the National Executive Council, who receives the M.B.E.; and Mr. A. Philip, internal auditor, Greenock, and past president of the Greenock branch, who also receives the M.B.E. Other present and past members in the list include:

KNIGHTS BACHELOR

E. B. Gibson, town clerk, Sheffield.
George Parker Morris, town clerk and A.R.P. controller, Westminster.

ORDER OF THE BRITISH EMPIRE C.B.E.

R. H. Adcock, town clerk and A.R.P. controller, Manchester.
Dr. A. Massey, medical officer of health, Coventry.
P. R. Morris, director of education, Kent.
H. W. Skinner, A.R.P. controller and county clerk, Derbyshire.

O.B.E.

C. Campbell, town clerk, A.R.P. controller and public assistance officer, Plymouth.
G. F. Darlow, A.R.P. controller and town clerk, West Bromwich.
Maj. J. Hawksley, waterworks engineer and manager, Southampton waterworks.
G. W. Marks, A.R.P. controller and town clerk, Canterbury.
R. P. Ramsay, director of welfare, Glasgow (a former member of NALGO).
Dr. J. A. Scott, medical officer of health, Fulham.
B. D. Storey, town clerk and A.R.P. controller, Norwich.
W. Taylor, chief public assistance officer, Surrey C.C.
H. C. M. Williams, medical officer of health, Southampton.

M.B.E.

Maj. C. C. Atkinson, A.R.P. officer and chief warden, Stoke Newington.
J. E. Austin, chief sanitary inspector, A.R.P. officer, and chief warden, East Ham.
H. Ayrey, town clerk, South Shields, and secretary of the South Shields Savings Committee.
R. Bowman, firemaster, Paisley.
G. Dalgliesh, county valuer, Berks C.C.
J. K. Dunster, divisional surveyor and supt. A.R.P. rescue parties, Somerset C.C.
H. F. Dyson, deputy borough engineer, Great Yarmouth.
T. H. Jenks, chief inspector, Bucks C.C.
R. M. Lang, county public assistance officer, Argyll.
G. C. McArthur, A.R.P. co-ordinating officer, Glasgow.
H. Neaverson, cleansing and haulage superintendent, chief organising officer, and deputy A.R.P. controller, Huddersfield.
J. V. Oldfield, borough engineer, Grimsby.
H. Priestley, chief sanitary inspector and evacuation officer, Blackpool.
H. J. L. Stone, deputy director of social welfare, Bristol.
W. Sweet, chief officer, Ipswich fire brigade.
J. D. Sutton, baths superintendent, and superintendent, emergency mortuary service, West Ham.
H. Saunders, superintendent relieving officer, Kent.

KING'S POLICE AND FIRE SERVICES MEDAL

(For Distinguished Service).

A. H. Woods, chief officer, Folkestone fire brigade.
G. T. Hill, chief officer, Letchworth fire brigade.
W. E. Greenhalgh, chief officer, Tottenham fire brigade.

BRITISH EMPIRE MEDAL

A. H. Holt, chief sanitary inspector, Brighton, and Ministry of Health group ambulance officer for the greater part of central Sussex.
Miss G. A. Shee, chief woman assistant, public assistance dept., Kesteven C.C.
L. N. Tope, staff officer to the medical officer of health, Plymouth.

Every effort has been made to ensure that the above list is complete, but if any names of NALGO members have been inadvertently omitted, will branch secretaries please inform us?

Blueprint for a Stronger NALGO

(Continued from page 153)

minimum standard of enthusiasm and enterprise. This programme to be carried out with the aid of new and more attractive propaganda literature and branch meetings addressed by deputations from the N.E.C., the district committee, and the organising staff;

(c) Examination by each branch of its own structure and organisation and, where necessary, improvement by the introduction of new blood, to the executive (with the object of spreading the offices available over as many members as possible);

(d) Abrogation by branches of their present autonomy to the extent of acceptance by every branch of the national policy on salaries, service conditions, and Whitleyism, and the automatic transfer from the branch to the N.E.C. of all negotiations on these questions with local authorities.

2. DISTRICT COMMITTEES

(a) The appointment by each district committee of a policy sub-committee or "Cabinet," free to concentrate on major problems;

(b) This policy sub-committee to consider, as its first task, methods of developing the essential function of the district committee as a two-way co-ordinating channel between the N.E.C. and the branches.

(c) The appointment of the appropriate district organiser as secretary of the district committee;

(d) Each district committee to devote at least two meetings a year to the discussion of important questions of policy, and to submit to the N.E.C. regular reports on its activities;

(e) The district committee and any minority group representing (say) at least 20 per cent of the members within it to have the right to send deputations direct to the N.E.C.

3. NATIONAL EXECUTIVE COUNCIL

(a) All N.E.C. elections in future to be entirely in the hands of district committees, which shall themselves nominate and elect candidates by a method to be determined by the Association as a whole at the next annual conference, and designed to secure the fairest possible representation;

(b) The N.E.C. to appoint a permanent policy committee or "Cabinet" composed of members free of committee allegiances and

thus able to concentrate on major questions of policy: this committee to have power to call special meetings of any standing committee to discuss any proposals it may make affecting that committee.

(c) The N.E.C. to have final and overriding authority on all questions of salaries, service conditions, and Whitleyism, with power to take action over the head of any branch opposing or failing to carry out its policy.

4. ORGANISATION

(a) The size of the organising staff to be increased as soon as possible, the eventual number of organisers being determined by the N.E.C. in the light of representations by district committees and branches, and of the principle that, in future, all negotiations between branches and local authorities shall be conducted by a paid organiser;

(b) Substantial strengthening of the organising staff at Headquarters, to provide for better supervision of the Association's work throughout the country and more effective research and propaganda.

(c) Reorganization of the present subscription rates with the object of increasing subscription income, especially from those ranks of the Association's membership best able to afford a higher subscription.

I have made no mention in this draft programme of my original proposal for a NALGO Reconstruction and Planning Commission, now happily adopted by the N.E.C., nor of many sidelines to the main programme suggested by correspondents. These are questions which might well be considered once the main outlines have been laid down.

Clearly, many of the reforms here suggested cannot be adopted until after the war; but there is no reason why they should not be considered now. I suggest, therefore, that branches and district committees should devote a special meeting during the coming months to this programme. It is offered, not as a final policy, but as a basis for discussion, a rough plan for a new and stronger NALGO structure. If we all get down to discussing it, removing its weaknesses, strengthening its better points, reshaping it where necessary, we shall be ready, as soon as the opportunity arrives, to rebuild the Association nearer to our ideals.

Local Government's "Glorious Vindication" 155

**the Rt. Hon. MALCOLM MACDONALD, P.C., M.P.,
British High Commissioner to Canada and former
Minister of Health**

Local Government in Great Britain never had such a glorious vindication as these last nine months when the Nazis have descended upon the island in their savage fury and attempted to lam the life out of it," declared Mr. MacDonald, in a speech to the annual conference of the Canadian Federation of Mayors and Municipalities at Ottawa recently. The speech was not reported in this country, we therefore reproduce an extract here, in view of its interest to local government workers, and the high tribute it pays to the service of which they are proud to be a part.

Britain we are fighting now to maintain our democratic liberties: We think that they are so essential to our material and spiritual being that there is no sacrifice we would make in their defence. Well, at the very heart of our democratic system lies self-government in local affairs. Without a healthy system of local government, democracy does not exist.

Local government performs a number of indispensable functions. For instance, municipal and other local councils are often the colleges, so to speak, from which our national leaders are educated.

Again, local government is a wide net that sweeps in many fish. It attracts into its fold activities, its electoral organizations, its committees, and its councils, a countless number of citizens, all of whom thus get some experience in government. So government is not to be a monopoly of the few, the rich, the privileged. This is itself a sure safeguard against dictatorship.

But, above all, a sound development of local government prevents the system of parliamentary democracy itself from declining into another form of dictatorship. If too much power is concentrated in the central government, it tends to reproduce some of the qualities of a dictator. It is necessarily close to the people in its various localities.

Local government cannot adapt itself to differing local conditions which require some elasticity in its administration; its administration is rigid and bureaucratic. But if large powers of administration are widely delegated over many local councils, who are in close association with the conditions in their respective areas, administration can be tempered to varying circumstances, and then government becomes intimate and sympathetic with the people. That is the essential function of local government. It prevents Democracy from becoming Bureaucracy.

You are met to consider local government in relation to war. You are anxious to know what is the part played by the municipalities, and how they have acquitted themselves, in this crisis in Britain. I can tell you quite simply. Local government in Great Britain has had such a glorious vindication as these last nine months when the Nazis have descended upon the island in their most savage fury and attempted to lam the life out of it.

It is as though a murderer strikes viciously—smash, smash, smash—at his victim, endeavouring to break his bones, to spill his life's blood, to knock the breath out of his body. But the victim won't oblige. His bones do nothing more than crack, his blood continues to circulate, and he goes on breathing. And instead of succumbing, he gradually gathers his own strength, and strikes back at his assailant, using his fists until in the end he has the murderer by the throat and at his mercy. It is going to be the end of the story of this fight between Britain and Germany.

We owe the survival of Britain during those terrible months in large measure to the local municipal authorities.

We owe it, too, to the new Regional organizations which have been interposed as a link between the central government and the local authorities. That is a new piece of machinery in our system of government which was invented to serve a war-time purpose, and which has proved so valuable that I believe it will live on into the days of peace.

But much of the brunt of the resistance to the air raids has been borne by the municipal authorities themselves. Our organization of civil defence is based on those authorities. They are the units of action. The air raid wardens, the rescue squads, the fire brigades, the first aid teams and all the various companies which form the great army fighting this civilians' defensive war are organized in units based on municipal areas and in commands under the municipal authorities.

I think it is scarcely appreciated by the public in Britain and beyond how remarkably efficient the work of the local authorities has been.

I don't say that it has been by any means faultless. One or two local authorities have been failures; we have had to replace them. And all of them have no doubt made mistakes. The British people have not suddenly become a Heavenly host of angels, possessed of all the virtues. They are very human; human in their frailties as well as in their sudden manifestation of qualities that are sublime. Even the municipal authorities have made mistakes.

Nevertheless, our debt to them is huge, and its full measure is not generally known. For we could not advertise it sufficiently. We could not turn the brilliant searchlight of publicity on much of the details of their work. Otherwise it would have led to information reaching the enemy which he greatly desired to have.

We did not wish to inform him each morning after the raids of the night before of the amount of destruction that he had succeeded in doing or that he had failed to do in any particular case. Nor, when he had done much damage, did we wish to tell him how quickly that damage was repaired. It was far better that he should think that the hurt which he had done to a town was lasting, so that he assumed he could scratch it off his visiting list for a while, and not return to it immediately to give it another dose of his savagery.

Therefore, the gigantic scale of much of the work of local authorities went unrecorded in the newspapers, unnoted by the public. For instance, if after a single night's raid a town discovered at dawn that four-fifths of its water supply was destroyed owing to broken mains, we didn't tell our public, we didn't tell the enemy. And when by Herculean efforts the water department of that municipality repaired the mains so swiftly that half the water supply was restored at the end of forty-eight hours, three quarters of it by the end of the third day, and the whole of it by the fourth, we didn't tell that either. Yet these miracles of repair and recovery were being performed all the time.

Town after town received the honour of the attentions of the enemy. Each in turn had its night of vicious assault. Some of them

received the attack on two or three nights in succession. London took its punishment every night for two whole months. Many of them received repeated return visits at intervals.

All of them replied to barbarism with heroism.

The list of stricken towns is now a long one—London, Glasgow, Cardiff, Coventry, Birmingham, Liverpool, Newcastle, Portsmouth, Bristol, and a great host of others. There is one remarkable thing about the Roll of Honour. Every name upon it is classified as wounded. None of them is killed. None of them has died of wounds. Not one of them has ever withdrawn for a moment from the active fighting line. They have scarcely even done what the gallant Sir Andrew Barton is reported to have done in the rollicking ballad which records his hectic naval action. Struck by a cannon ball, previously wounded, missing a limb or two, he sat down upon the deck of his frigate and cried cheerily to the sailors:

"Fight on, my merry men all.
I am hurt, but I am not slain.
I'll lay me down and bleed awhile,
And then I'll rise and fight again."

The battered boroughs of old Britain have not lain down to bleed awhile. They have dressed their wounds whilst they stood and fought. There is no more glorious page in the proud history of municipal government.

The multitude and variety of their actions during and immediately following the phase of battle are extraordinary. In many of them they get invaluable help from voluntary organizations, and especially that superb women's organization, Women's Voluntary Services.

The local authorities supervise the police and air raid wardens, who keep watch and ward in the streets; and the fire brigades who extinguish the conflagrations; and the first aid posts where the walking casualties are tended; and the ambulance and hospital services which care for the more seriously wounded; and the discovery, identification and burial of the dead.

They regulate the evacuation of women and children where it is necessary to get them out of harm's way, and they provide food, clothes, and shelter for families who are themselves unscathed but whose homes have been blown to Kingdom Come. Their expert departments handle the work of restoring the damaged water, gas, and electric supplies; they are responsible, too, for organizing the swift and steady repairs to many scores of thousands of damaged houses, so that their occupants can live in them again as soon as possible after the raids.

That is just a selection out of the modern list of duties of municipal councils in Britain!

It has been a lovely revelation, this swift, cool, efficient adaptation of a multitude of ordinary citizens to the task of fighting a war on their own doorsteps. Untrained to warfare, they have acquitted themselves under fire like crack troops.

There is a long tradition in British history that the chosen heads of each municipality are the guardians of the civic freedom and rights of every one of their fellow burgesses. In some periods of stress and strife in our national story mayors, aldermen, and town clerks have even died on the battlefield or the scaffold defending those sacred rights against some contemporary tyrant. But never was that high tradition upheld more nobly than it is to-day, when the civic dignitaries of municipalities all over the Kingdom are cool leaders in the forefront of the firm—and it is going to be the victorious—resistance to Hitler's attack on the whole stock of our democratic liberties.

We Call for Nationalisation Of All Land

Nationalisation of all land and the creation of a National Planning Authority to supervise post-war reconstruction are urged in a memorandum which NALGO has submitted, at the request of Lord Reith, Minister of Works and Buildings, to the Expert Committee on Compensation and Betterment (the Uthwatt Committee).

THE Association was asked to give its views on the general questions of town and county planning, the public control and acquisition of land, compensation, and betterment and its recovery. In reply, it has sent the following memorandum to the Expert Committee:

WHILE the Expert Committee's terms of reference are restricted to an examination of the problems of Compensation and Betterment, the National Association finds it impossible to express an opinion on this question without reference to the wider questions of planning, reconstruction, and rehabilitation. It therefore wishes to preface its remarks on the specific issues referred to it with the following observations:

Must Apply to Whole Country

1. It is assumed that the process of reconstruction will be applied to the country as a whole and will not be confined merely to those areas which have suffered damage through enemy action. Without such a broad national conception, involving, as it must do, consideration of the location of industry, transport and shipping facilities, the preservation of agriculture, limitations on the growth of particular towns, the building of new towns, and questions of national defence, any attempted "reconstruction" would result in no more than an accentuation of the present unco-ordinated, uneconomic, and strategically dangerous patchwork of industrial, residential, and agricultural areas unrelated to one another and to primary national and economic needs.

2. It is clear that public opinion will demand much more than restoration of the status quo ante bellum. It is recognised that life cannot again be what it was before 1939 or before 1914, nor is there any widespread desire that it should be. There is evidence of an increasing demand, irrespective of political alignment, for better and more civilised standards of life and work for the mass of the population, and in meeting this demand physical reconstruction must play a leading part.

A National Planning Authority

3. To achieve these objects, it is essential that a National Planning Authority should be set up at once, under the aegis of the Minister of Reconstruction and, through him, responsible to Parliament. Such an authority must have wide executive powers; a body whose powers were only advisory would be useless. The authority should be small, but should include among its members representatives of the local authorities and experts appointed by the Ministry.

4. The Planning Authority should start at once on the preparation of a comprehensive National Plan upon which all reconstruction and future development would be based. This plan must take in every aspect of the subject—industrial, agricultural, economic, and strategic—and the Planning Authority must be in a position, after due representation and consideration, to override local and vested interests.

5. Once the main outlines of a National Plan have been laid down, detailed planning and the execution of plans could be entrusted to the County Councils and the County Borough Councils, under the aegis and subject to the approval of the National Planning Authority. The local authorities would be entitled to give consideration and make representations as to local views and interests.

6. While local authorities should, as has

already been suggested, be represented on the National Planning Authority, and should, where practicable, be entrusted with the detailed execution of reconstruction plans within their areas, they should not be permitted themselves to embark on reconstruction

HOW WE WOULD REBUILD BRITAIN

Here, in brief, are the main proposals made in the NALGO memorandum on reconstruction:

- Immediate creation of a National Planning Authority, responsible to Parliament, and with wide executive powers to direct and control all future planning and rebuilding;
- Preparation by the Authority of a National Plan upon which all reconstruction and future development will be based;
- Full use of local authorities in detailed planning and the execution of plans;
- Purchase by the State of the freehold interest in all land, except that already virtually in public ownership;
- Reconstruction and town-planning to be financed, in the main, on a national basis;
- Pending the implementation of these proposals, the value of real property to be stabilized at the value at March 31, 1939.

without the sanction of the National Planning Authority. The fullest possible use, however, should be made of the experience and advice of the staffs of existing planning authorities, and such staffs should be employed wherever practicable in the collection of local information.

Work Must Start Now

7. In view of the great amount of preliminary work that will be necessary in the preparation of the National and Local Plans, it is essential that the work should begin now, despite the fact that the full extent of the problem, and the facilities available for its solution will not be apparent until after the war. It will be too late to leave it until hostilities cease, since large-scale rebuilding will then be required immediately, and there will be grave danger of patchwork solutions which would prejudice and possibly damage irretrievably the National Plan. Moreover, preparation of a National Plan now would make it possible for wartime reconstruction and new building—as of armament factories, port installations, and the like—to be carried on within its framework, thus avoiding the danger of extensive construction in areas which the Planning Authority might find to be more suitable for other purposes. More important still, the existence of a complete National Plan at the end of the war would make possible the immediate transfer to reconstruction work of a large number of men demobilised from the armed Forces, thus facilitating the transfer of national life from a war-time to a peace-time basis.

8. This transfer would be further simplified were the Government to set up schools for the

training of craftsmen and labourers for building, roadmaking, water supply, drainage and other reconstruction work before the discharge from the Forces.

9. To facilitate an immediate start on the problem of replanning, the Government should be prepared, at the request of the National Planning Authority, to release from H.M. Forces such of the highly skilled architects, town planners, and administrators serving there as it may require for the proper execution of its proposals. In a matter of such supreme national importance, nothing should be allowed to stand in the way of the utilisation of the best brains available. The number of such men is not great, and the transfer to planning and reconstruction work would not interfere with the war effort.

Financed by the State

10. In the past, town planning has been severely hampered by the fact that local authorities have been loth to shoulder the heavy financial burdens involved. If National Plan is to be carried out, it must be financed on a national and not a local basis. This is not to say that the ultimate cost should fall wholly upon the State. The State must bear the cost of the reinstatement, or the redevelopment, of bombed areas and other expenditure of a national character (e.g. the construction of arterial roads and the reservation of national parks) but development costs purely local in character should be borne locally. Some local authorities have already reached an advanced stage of town planning and are bearing heavy rate burdens in consequence, whereas other local authorities have either wholly or partially, evaded their obligations under the Town Planning Acts. An equitable apportionment of the cost of future planning schemes should, therefore, be made between the national exchequer and the local authority and the National Planning Authority should undertake this obligation. Regard should be had to existing local burdens when making the apportionments.

Stabilizing Values

11. In the light of these considerations, the National Association submits the following observations on the specific issues before the Expert Committee:—

12. In an interim report submitted to the Expert Committee on March 17th, 1941, the National Association put forward the following statement of its views on the short-term policy required to prevent the work of reconstruction being prejudiced:—

(a) The question of the stabilization of real property values is of major importance. Such values have fluctuated enormously since between areas since the commencement of the war, due entirely to circumstances arising directly from the war. In some favoured areas, values have increased considerably, whilst in others properties must be almost unsaleable.

To stabilize the value of real property required for development or redevelopment, the principle laid down in the War Damage Act should be followed. The stabilized value of a hereditament should be its value as at 31st March, 1939, less the amount of any value payment received from the Government in respect of war damage, such stabilized value to be determined by the District Valuer.

The only exceptions to the foregoing to be allowed should be in respect of hereditaments purchased after 31st March, 1939, on the instructions of the Government for the purposes of carrying out Government requirements. In these cases the stabilized value should be fixed by the District Valuer, regard being had to all the circumstances prevailing at the time of the purchase.

(Continued at foot of next page)

Port Glasgow Council Ordered to Pay Whitley Scales and Bonus

NALGO has won an outstanding victory in its case, taken in the Industrial Court, against Port Glasgow town council. Readers of "Scottish Notes" will recall, the Association has, for many months, been trying to induce the council to adopt the basic Whitley scales and the cost-of-living bonus recommended by the Scottish Whitley Council. The council has persistently refused and, finally, after appeals having failed, the Association brought a dispute to the Ministry of Labour, in accordance with the provisions of Part I of the Conditions of Employment and National Industrial Relations Order, 1940, and the Minister referred the dispute, by agreement of both parties, to the Industrial Court.

The dispute came before the Court, consisting of Sir Harold Morris, K.C. (president), Mr. J. McKie Bryce, and Mr. F. S. Button, on June 10. Mr. J. B. Swinden, organising secretary, and Mr. J. M. Morar, the Scottish divisional secretary, appeared for NALGO, and Port Glasgow town council was represented by the provost and town clerk, accompanied by Bailie Steel and the town clerk.

NALGO claimed that the council should be required to pay the basic scales of salary recommended by the Scottish Whitley Council on June 29, 1938, for full-time male clerical and technical assistants, and on January 25, 1939, for full-time female clerical and typing assistants and the war increases recommended to take effect from May 16, 1940, December 1, 1940, and the beginning of the financial year 1941-42.

In support of the claim, the Association stated that the basic scales had been adopted by practically all the other large Burghs and many small Burghs throughout Scotland. Similarly, the war increases recommended had been applied by all the other large Burghs in Scotland. It was also submitted that Port Glasgow was a member of the Convention of Royal Burghs, one of the constituent bodies representing employers on the Whitley council, and that the terms and conditions of employment settled by that body were the "recognised terms and conditions" for the industry inasmuch as the parties forming the Scottish Whitley Council were organisations of employers and trade unions representative respectively

of substantial proportions of the employers and workers engaged in the local authority services in Scotland (administrative, etc. staffs).

Against the claim, Port Glasgow submitted that, although a member of the Convention of Royal Burghs, one of the bodies representing employers on the Whitley council, it was not in affiliation with the council. It urged, further, that regard should be given to salary increases given to certain of its employees—increases which NALGO had contended were not "war increases."

The Burgh, it was stated, had been severely affected by the trade depression and was in receipt of a Government grant in view of its financial position. In this connection, reference was made to a resolution of the Whitley council as to the period within which, in certain circumstances, the salaries of adult employees should be brought into line with the basic scales approved by the council, and it was suggested that in the event of the Court deciding in favour of the claim the appropriate salaries on the basic scale should be reached in a period not exceeding two years from the adoption of the scale.

The award of the Court, published on June 13, was as follows:

Basic Scales of Salaries.

As from July 1, 1940, the administrative, etc., staff, at present in the service of the Port Glasgow town council shall be paid not less than the basic scales of salary recommended by the joint industrial council for local authority services in Scotland (administrative, etc., staffs) as under:—

(a) Juniors (male and female)

Age	18—£55 p.a.
16—£35 p.a.	19—£65 p.a.
17—£45 p.a.	20—£80 p.a.

(b) Adults 21 years of age and over—

Males—£105 p.a., rising to £180 by annual increments of £15.

Females—£90 p.a., rising to £125 by two annual increments of £10 and one annual increment of £15.

Members of the staff shall be transferred to the new scales at their appropriate age points or in accordance with their length of service.

Any increases of salary given to individual members of the staff since September 3, 1939, shall be regarded as increases on their basic rates.

War Increases.

All basic salaries shall be subject to the "war increases" agreed upon by the joint industrial council as follows:—

July 1 to November 30, 1940.—An increase of 5 per cent on all salaries less than £250 p.a., provided that the "war increase" shall not operate so as to increase any salary plus emoluments beyond £250 p.a.

December 1, 1940 to April 5, 1941.—Employees of less than 21 years, 5 per cent of salary; employees of 21 years of age and over, 6 per cent on salaries up to £300 p.a., 3 per cent on any portion of salary in excess of £300 and under £350 p.a., provided that the "war increase" shall not operate so as to increase any salary plus emoluments beyond £350 p.a.

From April 6, 1941.—10 per cent on salary up to £250 p.a.; 6 per cent on any portion of salary in excess of £250 and not over £300 p.a.; 3 per cent on any portion of salary in excess of £300 and not over £350 p.a., provided that the "war increase" shall not operate so as to increase any salary plus emoluments beyond £360 p.a.

The "war increases" provided for are to be calculated on the salary to which the employee concerned would have been entitled had this award been in operation at the period to which the "war increase" relates.

Nationalisation of All Land Urged

(Continued from page 155)

Subject to the foregoing, sales of real property need not be restricted.

(b) The County Councils and County Borough Councils should be given power to acquire compulsorily for street improvements, open spaces, redevelopment, town planning, or other local government purposes, not only the site of damaged property but also other land and buildings in the Council's area, which it is most desirable that the Council should acquire in connection with any of their undertakings or for the benefit, improvement, or development of the area.

(c) The County Councils and County Borough Councils should be given power to approve or modify any private proposal for rebuilding which would be contrary to any scheme for redevelopment prepared or to be prepared by the Council.

1. It will be noted that the above is a short-term policy only, for adoption pending the preparation of a National Plan, and to prevent any plan.

2. Acceptance by the Government of proposals on the lines suggested in paragraphs 1 and 2 of this memorandum would necessarily involve more radical measures.

3. If the National Planning Authority is to perform its function adequately, it must be in a position to acquire land and property wherever in the country and to control, allocate, or prohibit development everywhere.

4. It would appear that the only satisfactory permanent solution of the problem is to be found in the nationalisation of all land. The social implications of such an undertaking are not such as should cause undue concern. The transfer of all land to the State in exchange for government security, the interest upon which would be met to a considerable extent out of the rents and profits of the properties transferred, would not appear to be difficult to attain. The freehold interest in land could be purchased by the Government at the value of March 31st, 1939, except land owned by local authorities and by bodies in fee ownership, in practice, is tantamount to public ownership, e.g. the Church, railways, and possibly public utility under-

takings. Their ownership could be made subject to restrictions, and if they wished to dispose of their land the only possible purchaser would be the Government at a fixed and not a competitive price. If this were done, all the other problems arising would be automatically solved.

17. With regard to the specific questions put to it by the Expert Committee, the Association is impressed by the proposals for the acquisition of the development rights of undeveloped land set out in paragraphs 251-254 of the Report of the Royal Commission on the Distribution of the Industrial Population. The adoption of these proposals would ensure that all future increment in the value of undeveloped land would inure to the national purse.

18. Nevertheless, the objection to these proposals is that they deal only with undeveloped land and ignore the much more serious question of the cost of acquiring properties in the developed areas, and its concomitant—increment values. The proposal already outlined for the stabilization of property values is, in the opinion of the Association, one which should be given effect to in relation to all properties wherever situated.

19. As regards "betterment," while there are many sections in general and local acts of Parliament providing for "betterment," they appear to have been of little or no avail. The general experience is that betterment is virtually irrecoverable, partly because there is usually in every case a bona fide dispute as to the reality of betterment, and, if it is a reality, as to the money value to be placed upon it. Arbitrators are difficult to convince on the matter of betterment. There are good grounds for this, for in most cases the alleged betterment is something which in any case is not likely to become a reality until some future date, and no one can be sure what future conditions are going to be. The procedure relating to the redistribution of land in Germany—the "Lex Adickes"—appears to the Association to be the most satisfactory method yet outlined of dealing with this difficult and complex problem, and could be applied to buildings and sites even if the land were nationalised.

Reorganising Cowslip

★ By "JACKASS"



I WOULD not say that the appeals of Messrs.

Morrison and Bevin to "go to it" and "stick at it" have been altogether ignored in Much Cowslip, nor could I truthfully say that their phraseloquence has had the effect they no doubt hoped it would. Apart from a knitting circle for the Forces, a somewhat erratic collection of salvage, and sporadic epidemics of saving or contributing to various funds, we have pursued the monotonous tenour of our ways uninterruptedly. As a farming locality, we cannot share in the industrial drive, and as our War Agricultural Committee includes all the farmers in the area, who are agreed that they are very good farmers and that their methods could not possibly be improved on, even our fields follow their centuries-old rotation of crops undisturbed. Farmer Gollop put the argument for "business as usual" in a nutshell by saying that his Long Acre field had grown good barley every third year "sin' grandad were a lad" and that even if he set potatoes it would still yield barley out of force of habit.

Actually, public opinion in the village is sharply divided on this "business as usual" problem. The older generation passively resist any attempt to accelerate or vary their normal routine, maintaining over their pint pots in the "Lamb and Lion" that "them as rushes willna last" or that "swedes is swedes and grows no faster for a war." To do them justice, their refusal to be hurried is not due to laziness, but to an instinctive belief that a long pull and a steady one achieves more over a period than throwing all one's strength into the first effort. They know from long experience that ploughing before the soil has warmed and dried enough is worse than wasted labour, that seed sown late under favourable conditions produces earlier and bigger crops than seed sown by the calendar instead of by the weather. All of which has bred in them a stubborn faith in slow but sure tactics which no Ministry of Agriculture circular can shake. By a simple confusion of thought, their knowledge that Nature abides by her accustomed timetable and defies attempts to alter it determines them to continue with their own methods at their own pace. To them, a plodding horse is natural and a tractor is not. To quote old Gollop again—"There bean't no sweat ridin' on a tractor, and food w'out sweat's agen the Good Book."

The younger farmers, erroneously convinced that their superior knowledge of algebra, geography, and elementary drawing has given them wisdom far beyond their fathers', and that change is always progress, fret to alter everything in an effort to improve things which they can see are not wholly satisfactory. A slight knowledge of hydroponics led one of them to attempt growing potatoes on cork mats in the canal, but the results were disappointing. Even the triumphant cackles of Gollop and his contemporaries, however, failed to shake the experimenter's belief that everything old is obsolete and everything new efficient.

The same sharp division of opinion exists among our staff, all—or at least some—of whom are genuinely anxious to make local government in the area the vital force they feel it should be but isn't. The older officers—and therefore those in authority—are dubious about innovations, preferring tried and tested methods which have always produced partially successful results to new ones which in theory may be great improvements but in practice might unexpectedly fail. The Clerk is naturally the leader of this school of thought—the "statics" as Blatherpatch calls them—and often declares that change comes best by natural progression, that to anticipate the slow development of years is unwise, and that until overwhelming outside pressure compels a change, the safest rule in local government is never to do today what we didn't do yesterday. As his is the deciding voice, our office routine is inflexible. Recently, for instance, I discovered that since 1882 the District Medical Officer, on an instruction given that year, has annually visited every house in the village and submitted a report on the number of females "likely to go into a decline or to suffer from the vapours." Greatly daring, I suggested to the Clerk that we might dispense with the visitation, at least for the war period; but tradition was too strong. Besides, he thought, as we had fifty-nine successive reports already in file, it would be a pity to break the sequence.

The same thing applies in most of our departments. Careful records are kept and statistics annually extracted which have long ceased to serve any practical purpose. Why they were first required no one remembers, but there has never been any particular reason in any particular year to cease doing something which was done the year before. For instance, in the post-Napoleonic-War economy period,

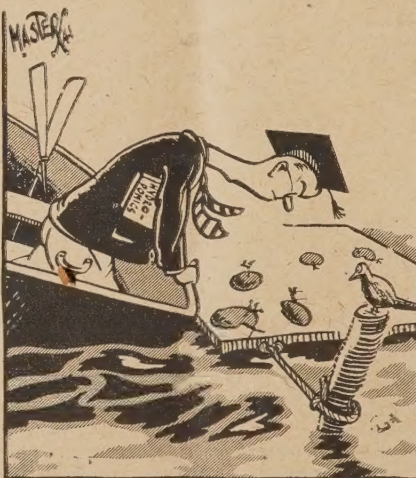
certain Christmas festivities which till then had been provided for the paupers were discontinued, and the Council instructed that a special note should be made each year of the savings thus effected. Year by year it becomes harder to estimate the cost of two haunches of venison and a firkin of mulled ale, "to the strains of musick of players skilled on the spinet."

A fortunate accident, however, has recently put an end to much of this redundant work. When the Clerk took his annual fortnight holiday he wrote two notes—one intended to authorise Postlebury to take charge in his absence, and the other to reprimand Blatherpatch for having a dirty blotter on his desk. A slight slip of the hand by Miss Legge resulted in Blatherpatch receiving authority and opportunity to introduce his most cherished dream. On the principle that those who do the work are most competent to judge its value, he gave permission to us all to cease unnecessary work and burn all previous traces of it. The resulting bonfire blazed from dawn till black out, and it was not his fault, that the registers of electors, the Council minute-book, and a copy of the Clerk were incinerated by the wilder spirit.

Nothing could more clearly have demonstrated the contention that too much time had been wasted on useless work than the fact that next day few of the staff could find any thing to do. In my own case, apart from issuing a few summonses I had in hand and serving what notices I could on various offenders against the social code, I was reduced to writing myself lengthy reports on regionalisation, post-war reconstruction (subject always to the need for economy) and the use of public shelters as mushroom farms under peacetime conditions. One or two of the staff (no names)—no pack drill! have not been to the office at all for four days, Blatherpatch having indicated that official hours were abolished and that officers could use their own discretion on how and when they performed their remaining duties.

The result of all this has been a marked change of opinion even among those older members of the staff who formerly disliked and distrusted innovations on principle. Most are agreed that there is a good deal to be said about Blatherpatch's new ideas and new methods. "I think so too, and have a suspicion that when the Clerk returns on Monday he will say it to some purpose, especially when he learns that those fifty-nine reports have declined to nil, and have definitely gone into a vapour."

Blatherpatch, too, is rather uneasy, I gather but maintains a stout front, arguing that the Clerk is too much a man of the world to create much fuss over something which might very easily have resulted from a jettisoned incendiary. He also intends to suggest that the absence of records has greatly strengthened the Clerk's personal position with the Council, who will henceforward have to rely on his memory: and the Clerk has a very good memory . . . sometimes.





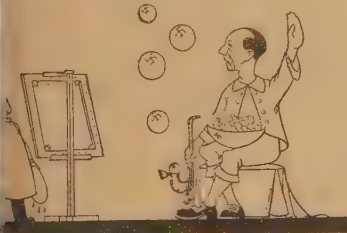
Time Snobism
Mine was an aerial torpedo!"

for After the War!
king of saving money, do you know the short and charming story of the two y fleas. They saved hard, bought themselves a dog, and lived happily ever after.

is for Highbrows
Subject: The Codex Sinaiticus.)
male dons often keep codices
their bodices.
e codex
bodex.

a committee meeting a complaint was
that a number of dustmen had been
emerging from a pub during their hours
ty.
But after all," was the town clerk's com-
"they've got to come out some time."

Doebbels
Dr. Goebbels
sat for a portrait of Boebbels
re isn't a hope
at Pears would have sold any soap.



ale
st story of the blitz in Scotland is of two
women trying to tidy up the remnants of
wrecked home in Glasgow. One says
the other, "Well, Maggie. These bad
as certainly make one forget the war,
at they?"

Saws Made New
A piece of cheese in May
Is worth a load of hay.
A piece of cheese in June
Is worth a silver spoon.
A piece of cheese in July
Oh, my!
And the same applies to bananas.

cial Advice
"The Editor of 'The Times'"
r.—A few weeks ago I was given official
ce as to what action to take in a gas
ck. I was recommended to put both my
is in my pockets and if I carried an
rella to put it up.
his morning the President of the Board of
e told me on the wireless that if I found
elf without any clothes owing to a "blitz"
ould appear before the Local Assistance
rd and demand coupons. It is puzzling,
as Mr. A. P. Herbert has laid down, "Let
e gay."

STAUNTON FULHAM.

Nothing in this world is wasted in such
prodigious quantities as fear, for the things
we fear are seldom those which ultimately
befall us, but the consequences of our
fear, for others, may be very grave.

Douglas Reed in "A Prophet at Home"

AT RANDOM

By "Hyperion"

Illustrated by J. Carver

War Words

Though this war seems less prolific than the
last in giving new words to the dictionary—
we all remember "Blighty," "Napoo,"
"Archie" and the like—the R.A.F. is doing
its best. Recently recorded examples include:
Shot down in flames—crossed in love or
reprimanded by a senior officer;
Ropey—weather described by the experts as
"future outlook unsettled."

The American soldier is more graphic in
his idiom than the British, as these examples
of his modern slang show:

Stockade—balloon barrage.
Face muffler—gas mask.
Umbrella—parachute.
Walkie talkie—portable radio equipment.
Poodle palace—Commanding officer's head-
quarters.

Sugar report—letter from a girl friend.

Peryche!

There was a young lady named Psyche,
Who was heard to ejaculate "Peryche!"
For when riding her pynch
She ran over a ptych
And fell on a fence that was ppsyche. —Anon.

Modern Finance

In national affairs a million is only a drop
in the budget.

—Burton Rascoe

Recipe for Happiness

To be happy with a man you must under-
stand him a lot and love him a little; to be
happy with a woman you must love her a lot
and not try to understand her at all.

—Helen Rowland.

Thoughts on Longevity

An American scientist is in hopes of extend-
ing the normal life of a man to 185 years.
*How glorious to multiply the span
Of life enjoyable by mortal man—
If first we could but make the life of men
Enjoyable for three score years and ten!*

Local Government Post-Bag

The following are extracts from letters
received at a town hall in connection with the
cheap milk scheme:

"Please send me a form for supply of milk
for having children at reduced prices."
"I posted this form by mistake before my
child was filled in properly."
"I have a baby 18 months old. Thanking
you for the same."

"Will you please send me a form for cheap
milk. I have a baby 2 months old and
did not know anything about it until a
friend told me."

"I have a baby 2 months old fed entirely on
cows and another 4 months old."

"I have one child 2 years old and am looking
forward to an increase in November.
Hoping this meets with your kind con-
sideration and approval."

"Will I be able to have milk for baby as my
husband finishes his job as a night watch-
man on Thursday?"



Reward for Virtue

Although the alert had gone, a four-year-
old boy did not want to go to the air-raid
shelter.

His little sister solved the problem. "Come
along like a good boy," she said, "and if
you are very quiet you may hear a bomb
drop!"

British Panacea

Cry, cry, what shall I cry?

The first thing to do is to form the committees:
The consultative councils, the standing
committees, select committees and sub-
committees.

One secretary will do for several committees.
What shall I cry?

—T. S. Eliot.

Demodé

Avoid any story in which the main theme
is that of the girl who gives her all. This
is always good as a detail in a larger story,
but alone I think it will no longer stand.
—Martin Panzer in "Author and Journalist."
What with War Weapons Weeks, and every-
thing!

Blast

A story reaches me from Ireland about the
recent raid on Belfast, when Dublin firemen
crossed the border to give assistance.
"An Orangeman, recovering consciousness
as he lay beneath the debris, heard voices
in an accent which sounded to him almost
foreign.

"Who's thou?" he demanded.

"We're the Dublin fire brigade," came
the answer.

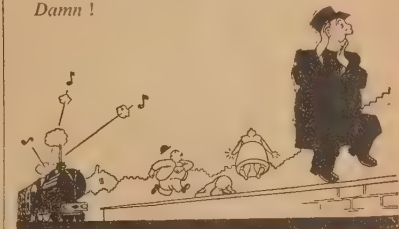
"Gosh!" said the Orangeman. "But
is that where I am? It must have been some
blast!"

—"Evening Standard."

Hun-Fortunate

Recitation by German railway official on
his promotion:

Oh, what a disaster!
I've just been appointed stationmaster
At Hamm!
Damn!



Moscow Laughs

"Ten thousand Italians and 2,000 mules
have been made prisoner in East Africa. The
mules offered a fierce resistance."

—Russian Communiqué.

Answers to Correspondents

ALICE (Worthing): Carry a small piece of
lead piping in your reticule. Then, if he
continues to crook his little finger when
drinking, take it out quickly and beat his
knuckle with it.

—Maurice Lane-Norcott in the "Daily Mail."

MANY matters of interest to NALGO members were discussed at a meeting of the emergency executive of the N.E.C. held at Nottingham on May 31. Mr. A. A. Garrard, chairman of the council, presided, and those present included: Messrs. F. H. Harrod (vice chairman), H. Allen, J. T. Baker, A. G. Bolton, R. W. Coppock, A. B. Day, T. Freeman, D. L. Griffiths, J. L. Holland, S. Lord, T. Nolan, A. Denton Ogden, E. L. Riley, and L. H. Taylor.

Financial statements for the period January 1—April 30 showed that, compared with the corresponding period of 1940, subscription income had fallen from £9,899 to £8,826, while expenditure had declined from £23,559 to £23,121. In the same period, Benevolent and Orphan Fund income had risen from £4,384 to £5,105—mainly as a result of a welcome increase in donations from £1,325 to £2,100—while expenditure (excluding loans to members) had fallen from £11,455 to £10,184.

Reports on the work of the various departments during the period January 1—May 24 included the following items:

Legal.—273 new legal cases were handled. Of these, 61 dealt with superannuation, 21 with war service, and 191 were miscellaneous legal problems.

Education.—In view of the decline in the number of candidates now sitting for the NALGO examinations—from 64 in December, 1939 and May 1940 to 21 in December 1940 and May 1941—it was decided, until further notice, to hold the examinations once a year only, in May. The next examinations, therefore, will be held in May, 1942.

At the request of the London Regional Committee for Adult Education in H.M. Forces, NALGO has drawn up a scheme under which any member of the Services reading and studying professional subjects relating to local government may obtain answers to questions which are causing him difficulty. The questions are sent in the first place to the general secretary, who forwards them to the appropriate qualified tutor. All the Nalگو Correspondence Institute tutors have agreed to answer these questions without fee.

Since January, 1940, 262 new students have enrolled with the Correspondence Institute.

Public Relations.—While the activities of branch public relations correspondents continue to be restricted, some have done excellent work—notably at Brighton and Halifax, where schemes of talks and lectures on local government to men in the Forces, youth service squads, Rotary clubs, Women's Institutes, Townswomen's Guilds and similar bodies have been launched. Other branches are co-operating successfully with the regional committees for adult education in H.M. Forces. Recent press cuttings show that a number of branches are securing better publicity for local government by the adoption of propaganda suggestions made in a recent Headquarters circular. From Headquarters, many letters have been sent to newspapers, replying to criticisms of officers and local government, and putting the case for a cost-of-living bonus and war service pay; while articles, official literature, photographs, and other material on civil defence and the wartime work of officers have been supplied to various local government organisations and periodicals in the United States, which are showing great interest in these questions. At home, many newspapers continue to quote freely from LOCAL GOVERNMENT SERVICE.

Service Conditions and Organisation

It was reported that the service conditions and organisation sub-committee had held two meetings, on May 10 and 25. Arising out of these, the following decisions were reached:

Institutional Staffs.—In response to a suggestion from the Yorkshire district committee, it was agreed that NALGO should consult

with the N.A.A.L.G.E. to agree scales—of salaries for superintendents and matrons of children's homes and masters, matrons, and stewards of poor law institutions.

Scottish Representation.—A resolution from the Scottish district committee, asking for representation of Scottish interests on the sub-committee, was referred to the N.E.C. and it was agreed that, in the meantime, Mr. J. Brown be co-opted to the sub-committee.

Reserved Occupations.—In view of the early calling up of many more local government officers, it was agreed that efforts should be made to ensure that local authorities were training substitutes and reducing unessential work. To this end, NALGO is to draw the attention of every local authority to paragraph 3 of Ministry of Health Circular 2338 (calling on them to prepare in good time for the further depletion of their staffs) and suggesting that they should consult with their officers on the appointment of substitutes and the reorganisation of work.

Cost-of-Living Bonus.—It was agreed that at the next meeting of the National Whitley Council, the NALGO representatives should endeavour to obtain a higher bonus, more in keeping with the increased cost of living, and to remove the present anomaly whereby officers earning just over £300 a year obtain less than do officers earning just under £300. The recommendations to be made are to be considered by the Emergency Executive on July 5.

In reply to a question whether bonus should be paid to members serving with the Forces, it was pointed out that, since the National Whitley Council had resolved in favour of that course, it must be the policy of the Association.

A resolution from the South Eastern district committee, suggesting that payment of bonus should be limited to officers earning not more than £500 a year, was rejected, on the ground that NALGO's policy had always been to secure, if possible, application of the cost-of-living bonus to all members, irrespective of salary: this principle had been recognised by the National Whitley Council and by many local authorities and it would be impracticable at this stage to limit the award.

In reply to the Hereford branch, which had asked for immediate action to reserve the right of all members to full bonus from the date on which the provincial Whitley council notified local authorities of its award, it was reaffirmed that NALGO's policy was to obtain the full award for all members from the date at which it became operative.

Conditions of Employment and National Arbitration Order.—It was agreed to send a deputation to the Minister of Labour to seek immediate amendment of this Order to remove all doubts as to its application to the national and joint Whitley Councils for the local government service.

In view of the failure of negotiations with the Keighley borough council, which had refused to grant a cost-of-living bonus to its officers, it was decided to ask the Minister of Labour to declare a dispute with the council under the National Arbitration Order.

Civil Defence and Refreshment Allowances.—In reply to a suggestion from the Glamorgan branch, asking the Association to apply for an increase in the refreshment allowance for unpaid civil defence volunteers (at present 6d. for more than two hours duty and 1s. for 12 hours or more, compared with an allowance of 3s. for 12 hours to civil servants and Home Guard on similar duty) it was resolved that, in view of the varying circumstances among local authorities' staffs, this was a matter for settlement by individual branches.

Proposed "Standstill" Order.—Attention was drawn to the request of Middlesex county council for the application to local authorities of the Essential Work (General Provisions) Order, the effect of which would be to prohibit a local government officer from leaving the

service of one authority for another without permission of the Ministry of Labour. It was agreed that NALGO could not support such a proposal, and it was decided that, should any local authority invoke its provisions, the Minister of Labour should be asked to hear the Association's representations.

Salaries of Temporary Officers.—In reply to a question from the Brighouse branch, it was reaffirmed that NALGO's policy was that the same scales of salary should apply to temporary as to permanent officers.

Annual Holidays.—Attention was drawn to the Cabinet decision restricting civil servants' holidays this year to one week, save in exceptional cases. It was decided to confirm the decision of the national Whitley council that normal holidays should be granted by local authorities, subject to the exigencies of the service.

Among a number of questions which the emergency executive referred to the service conditions sub-committee for consideration and report were requests from the Durham county branch and the North Eastern district committee for an additional divisional office in the north-east, and criticisms of the regional organisation scheme, submitted by Mr. E. R. Davies.

Mr. J. T. Baker.—It was reported that Mr. J. T. Baker would be retiring from the local government service at the end of July, and that he desired to leave it to the emergency executive to decide whether or not he should retain any of his offices in the Association. After examination of the Association's rules and the legal position, it was resolved that:

Mr. Baker be asked to continue his membership of the Building Society committee of management (of which he is chairman) as the representative of the N.E.C.

It would be in keeping with N.E.C. policy if he resigned from the Trusteeship of the Association, and

The Metropolitan district committee be asked to elect a representative on the N.E.C. to fill the vacancy caused by his retirement from the service.

Mr. A. A. Garrard, chairman of the council and many members of the emergency executive paid warm tribute to the great service rendered by Mr. Baker to the Association during many years—he had been a member of the council since 1925—and to his ability, integrity, and helpfulness, which had won him the respect and affection of all his colleagues. It was unanimously resolved:

That this committee places on record its grateful thanks and deep appreciation for the splendid contribution made by Mr. J. T. Baker to the work of the Association in his capacity as Trustee and Metropolitan district representative, together with the committee's best wishes for prosperity and health in his retirement.

Mr. A. G. M. Archibald.—A letter was read from Mr. A. G. M. Archibald stating that, in view of ill-health, he wished to resign from all his offices in the Association. Mr. A. A. Garrard, on behalf of the N.E.C. and other members, paid warm tribute to Mr. Archibald's work for the Association, and it was unanimously resolved:

That this committee desires to convey to Mr. Archibald its deep regret that his health has made it necessary for him to sever his connection with the National Executive Council and expresses its sincere appreciation of the invaluable services rendered by him over a very long period of years, together with its best wishes for a speedy recovery of good health.

It was further resolved that Mr. Archibald be asked to continue in office as a Trustee of the Association until the next meeting of the N.E.C., which could consider filling the vacancies of trustee and vice-president, and that the Scottish district committee be asked to fill the vacancy caused by Mr. Archibald's resignation from the N.E.C.

Military

KILLED

ley, Able Seaman R. G., town clerk's dept., tafford. Killed in action in H.M.S. Hood.
k, Able Seaman W. R., R.N.V.R., public health dept., East Sussex C.C. Died at sea from wounds received in action.
ereux, Sgt. E. R., R.A.F., 20, junior clerk, public assistance dept., Bucks C.C. Killed in a flying accident.
fus, Sgt.-Obs. G.M., R.A.F.V.R., libraries dept., Glasgow. Shot down during operational flight.
y, Sgt.-Obs. C. W., R.A.F., finance dept., Devon C.C. Killed in action over Holland.
larton, Sgt.-Pilot T., R.A.F.V.R., weights and measures inspector, Avy C.C.
andy, G. W., R.A.F., city engineer and surveyor's dept., Liverpool. Killed in action.
rse, Sapper M., R.E., county architect's dept., Gloucester C.C. Killed in action.

We are anxious to make this Roll of Honour as complete and up to date as possible, but can do that only with the help of members. Will all members bearing of casualties among, or of awards made to their colleagues, in the Armed Forces, or in Civil Defence, please notify their branch secretary immediately, and will branch secretaries pass on the information promptly to the General Secretary, NALGO, Croyde, Braunton, Devon? Notification should state the full name of the member, and his age, rank, regiment, official position with the local authority, together with all relevant or interesting details and, in the case of awards, a full account of the action for which the award was made.

We also wish to keep a record of acts of heroism, enterprise, and endurance by members in the Forces or in Civil Defence for which awards are not made, and invite all members to send details of any such acts coming within their knowledge.

owell, P.O. J. W., G.M., R.N., public health department, Stoke Newington. (See also awards section below.)
irrott, Sgt.-Pilot R. J., R.A.F., East Ham. Killed in action.
eden, Able Seaman D.G., welfare dept., Glasgow. Lost in H.M.S. Hood.
mith, O/Coder W. S., R.N., 30 (secretary, Newark branch, 1934-40). Killed when his ship was bombed by enemy aircraft.
ickers A/C W., borough treasurer's dept., Farnworth Lanes. Killed in action.

MISSING

arrack, Writer W., R.N., 25, county clerk's dept., Dumbarton. (Believed prisoner of war.)
uller, Sgt.-Obs. M. C., R.A.F.V.R., 22, borough treasurer's dept., Southampton. Missing from operational flight, Middle East.
orrest, Writer E. W., R.N., gas dept., Leicester. (Believed killed.)
orris, Pte. J. H., R.A.M.C., sanitary inspector's dept., Wrexham.
ightingair, Sgt. J. W., R.A.F., education dept., Folkestone.
rosser, Pilot Officer Observer G.A., R.A.F., education dept., Glamorgan C.C.
amsay, Lie.-Cpl. D. A. T., 23, Signals, clerk, electricity dept., Darlington.
iley, Air Gunner J. K., R.A.F., public assistance dept., Westmorland C.C.
lutch, Sgt. E. E., R.A.F., public assistance dept., Leicester.
ompson, 2nd-Lt. S., transport dept., Leicester.
Wilson, Cpl. R., Northumberland Hussars, health dept., South Shields.

PRISONERS OF WAR

Chapel, Major J. A., R.A.M.C., public assistance dept., Leicester.
Clayton, E. S., juvenile employment bureau, education dept., Brentford and Chiswick.
Gask, L. W., education dept., Staffordshire C.C. Taken prisoner in Greece.
Some time ago we reported that L./Bdr. J. M. Archer, of the treasurer's dept., Eastbourne, was a prisoner of war. He has since escaped from enemy hands and returned to this country. May all other prisoners soon follow his example!

Civilian

KILLED (in air raids)

Adams, Miss W., health visitor, Woolwich.
Baxter, T. C., Barry.
Bolton, Miss T. J., 18, library assistant, Lowestoft. During a raid, Miss Bolton was on her way to the shelter when she noticed a woman, a member of the public, outside. She went back to conduct the woman to shelter and at that moment the building received a direct hit. Miss Bolton's body was found beneath the debris with her arm round the woman, and it is clear that she gave her life trying to save another.
Busby, A., turkish bath attendant, public baths, Clydebank, Dumbartonshire. Killed while on duty as volunteer warden.
Campbell, Miss E., public health dept., Clydebank, Dumbartonshire.

MORE AWARDS

THIS month brings news of more awards to NALGO members for heroism and initiative in civil defence and in the Armed Forces.

Civilian

GEORGE MEDAL

Julian Anthony Formunt, B.Sc., A.M.I.C.E., chief engineering assistant, borough engineer's department, West Ham. During the heavy raids last autumn, when large numbers of delayed action bombs were dropped, he spent many hours, day and night, with little rest, going on foot from incident to incident, verifying reports, locating bombs, and taking all necessary action in connection with them. By his zeal, devotion to duty, and personal bravery, he helped to allay public anxiety, frequently made it unnecessary to evacuate large numbers of people from their homes, and gave invaluable aid to the bomb disposal squads.

C. F. Waters, highways department, Surrey county council. Mr. Waters, who had been seconded to the London Civil Defence Region (group A) for bomb disposal work in the county, received his award for gallantry and disregard of personal danger in the execution of his duties.

BRITISH EMPIRE MEDAL

W. Kirk, surveyor's department, Grantham. He showed great initiative, courage and endurance when leading his rescue party after a raid, tunnelled through a great amount of debris and risked his life to rescue people trapped beneath the wreckage.

J. Macwilliam, assistant engineer, Clydebank and District Water Trust, Dumbartonshire. Informed of a burst on the main water supply, he at once proceeded to close certain valves and open alternative feeds to ensure water for fire fighting. In spite of severe bombing, during which he was hit by bomb splinters, he continued with his work throughout the night, and on the day and night following without food or rest. He worked unceasingly to assist in repair

Farren, H., gas dept., Coventry. Killed while fire-watching.

Handley, Miss L., deputy matron, Mill-road infirmary, Liverpool.

McCloskey, Dr. G., medical officer of health for Havant and Waterloo urban district and Petersfield urban and rural districts, and assistant county M.O.H. for Hampshire.

THEY GAVE THEIR LIVES

At its meeting on May 31, NALGO's emergency executive adopted the following resolution:

That this committee desires to place on record its great sense of loss in the ranks of the local government service as a result of enemy action in different parts of the country, and wishes to pay the highest tribute to those members of local government staffs who have lost their lives in the execution of their duty.

Munday, H., clerk, Mill-road infirmary, Liverpool.

Palk, B., town clerk's dept., Plymouth. Killed on way to A.R.P. Report Centre.

Simpson P., surveyor's dept., Whitley and Monkseaton.

Stapleton, G. H. P., male nurse, Mill-road infirmary, Liverpool.

FOR MEMBERS

work and helped generally in the speedy restoration of the water supply.

J. Smith, foreman, rescue and demolition service, borough surveyor's department, Clydebank, Dumbartonshire. After nine hours' work in the debris of a tenement demolished by a bomb, faint sounds were heard in the ruins. Mr. Smith tunnelled through the debris, and, although the fallen masonry was feebly supported and fire had broken out in the debris, continued working until almost overcome by smoke. After rescuing one man, he continued working throughout the following day, saving several other persons.

Military

GEORGE MEDAL

Howell, P.O. J. W., R.N., public health dept., Stoke Newington. The award was made in April in recognition of his "undaunted courage and devotion to duty" in rendering harmless and removing unexploded bombs and mines. As recorded above, P.O. Howell has since been killed in action.

DISTINGUISHED FLYING MEDAL

Kitchener, Sgt.-Pilot, R.A.F., Swale R.D.C., Canterbury.

MENTIONED IN DESPATCHES

Crome, Sgt. E., R.E., borough treasurer's department, South Shields.

Clothing for War Prisoners

THE Board of Trade has announced arrangements whereby next-of-kin may send coupon-free clothing in their quarterly parcels to prisoners of war.

Next-of-kin must use their own coupons for the purchase of the clothing. When sending the parcels to the packing centre of the War Organisation of the British Red Cross Society and Order of St. John at 14 Finsbury Circus, London, E.C.2, they should include a statement of the number of coupons used and if this agrees with the official schedule, coupons will be returned to them to replace those used. The decision of the War Organisation as to the number of coupons to be returned will be final.

CHIEF OFFICERS IN NALGO The Case for Exclusion

I WAS interested in the letters which have appeared recently on the question of chief officers as members of NALGO.

My membership of the Association dates back some ten years, and I can honestly say that, for at least six of them, I have, on every possible occasion, urged that chief officers ought not to be permitted to continue as members of the Association, for the following reasons:

1. The theory that the chief officer and the office boy are "colleagues" in the common employment of the council and, therefore, must carry equal powers and privileges as members of NALGO, is manifestly absurd when put into practice, and, indeed, it is undesirable that it should be otherwise. We must realise that to the majority of members, chief officers are employers, with considerable power over the destinies of the persons in their respective departments.

2. It seems to me almost inevitable that, in the larger number of branches, the chief officers must carry more weight than the other members. I grant that it need not be so, but I believe there are few members who would care to pit themselves against the head of their department in open argument on any matter of dispute. It is futile to say that there is no fear of victimisation. There is such a fear, and if anyone doubts this, let him talk confidentially to any ordinary member. Furthermore, I do not think it is fair to ask any chief officer to attend a meeting of a branch committee to listen to criticism of the working of his own department, or of any other for that matter.

3. Negotiations on matters of salary, etc., are often carried on by chief officers on behalf of branches, simply because the ordinary member does not care to oppose their inclusion in deputations, etc., for fear that this should be taken as a reflection on the chief officer concerned. Nobody has yet realised, as far as I know, that to ask a chief officer to lead a deputation to the local authority is to put him in an awkward position. If he wholeheartedly pushes the view of his branch, he might make trouble for himself in his official position, while, on the other hand, if he acts on the deputation as he would act in his official capacity, then he cannot wholeheartedly espouse the cause for which he was sent.

In practice, the council has merely bluntly to refuse any request not palatable and the matter will end. It is neither possible nor logical to ask a chief officer to persist in an attitude which must prejudice his official position.

That is why we hear so much about the good relations existing between local authorities and their staffs. The local authorities know per-

fectly well that NALGO is largely a "company" union, and it is to their advantage that it should remain so.

The most peculiar thing about all this is that most chief officers cannot, or will not, realise that their active participation in NALGO affairs does have the results outlined above. They do not appreciate that they cannot, at

READERS' FORUM

Letters for the August number must reach the Editor "Local Government Service," 192, Edgwarebury Lane, Edgware, Middlesex, not later than July 17. Where possible, they should be sent in duplicate, to minimise risk of loss.

any time, entirely disassociate themselves from the office they hold. It is, I suppose, one of the penalties of greatness.

I dare say I shall be told that NALGO cannot do without the advice of these experienced men. That may be so, but surely that advice can be given without the Association having to pay the penalty of being almost completely stultified by its overpowering weight! I feel sure that the cause of the apathy so often complained of is to be found in this radical defect in NALGO's constitution. The remedy seems to me to lie in some kind of legislation to restrict the power of chief officers, while allowing them to retain nominal membership of the Association.

In conclusion, may I make it clear that the views herein expressed are my own, and must not be taken in any way as representing the views of the branch of which I have the privilege of being secretary.

Portsmouth. FRANK LINES.

This question is discussed by "Critic" in the article on page 151.

SOLICITORS AS TOWN CLERKS A Needless Restriction.

THE letter in your May issue on the practice of small authorities in insisting on solicitors for appointment as town clerks raises a question of vital importance to all local government officers, and should receive careful consideration by NALGO.

The clerkship to any local authority should not be restricted to a person with qualifications which usually cannot be obtained inside the service. Unless a person is articulated to a solicitor it is not possible to sit the required examination, and it is usually impracticable for local government officers to take law degrees at a university. The result is that persons who are qualified solicitors, sometimes with little or no local government experience, are being brought into the service. If the opposite were or could be the case the Law Associations would soon raise a storm of protest. They do not, however, require to, as they have long ago had Acts of Parliament passed to restrict their activities to persons who must be qualified solicitors.

Is NALGO not strong enough to do likewise? Arrange for a Diploma in Government with law subjects which may be considered necessary qualifications for an appointment as a town or county clerk and the encroachment by private solicitors would cease.

It is hardly proper that private law associations should have a monopoly in certain local government appointments when there are officials in the service who are every bit as competent to carry out the duties.

ARGYLL.

EQUAL PAY FOR WOMEN Not the Rule in Libraries

THE article, "Give Women Equal Pay," is timely. The reference to salary scales for women librarians, however, paints a rosier picture than actually exists. The Library Association scales are admirable, but how many authorities have adopted them? That is the pertinent point.

The treatment of women in the library profession has been a recent subject of comment in the professional periodicals. One writer made the following observations on salaries from which it may be deduced that women librarians are no more fortunate than their sister sisters in local government service.

"Quite surprisingly, the permanent staff has received a cost-of-living bonus. I did not expect this, as the salary scales are rather on the mean side. It is a wonder some authorities manage to get and retain qualified staff at all. I wish someone would estimate what it would cost to pay the L.A. scales in many of these cases. I feel that some authorities adopt the attitude—employ women and pay less. It would be interesting to compare salary scales paid to women in libraries with salary scales in other corporation depts."

RENA. S. COWPER, F.L.A.

Exploiting their Sex

MOST of us agree in theory with equal pay for men and women doing equal work. But what has been to a large extent overlooked is the fact that in many boroughs equal work is impossible, due first to the fact that the women take advantage of their being women, and secondly to the fact that the chief officer likes to be chivalrous at the expense of the male staff.

If women want to be paid as equals they must not complain if they are treated as equals. They must give up expecting men to cover up their mistakes, give up expecting assistance when they are doing work which their male colleagues know can be done single-handed, and most of all they must learn not to pander to the selfish whims of chief officers.

I am aware that few women are guilty of these faults, but so long as these few remain in local government service the majority will suffer from the resentment created by the minority.

HASSOCK.

Strategic Retreat

HOW does the average woman's work compare with the average man's?

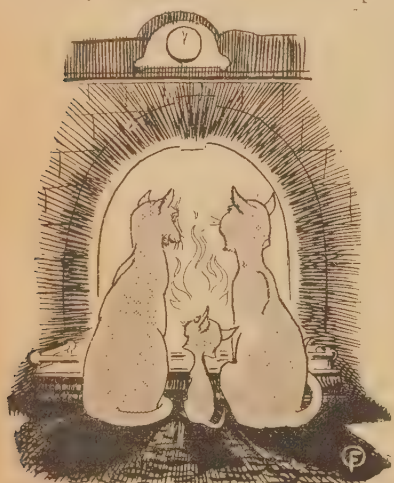
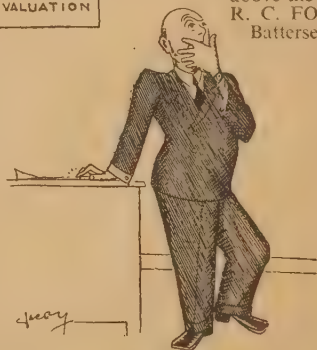
I have been wondering how I can gracefully retire from a conflict where the dice are so heavily loaded against me, my opponents being commendably outspoken while my supporters are equally commendably dumb. I can see now that I should never have brought up the subject but should have left it where it has always remained, deep down, unhonoured and unsung, in the breast of mere man (the concealed ass!).

I was willing to continue the fight while my opponents were of the opposite sex, but when my own sex enters the field, including such an old friend as Mr. Millichap, of St. Pancras—who should know better—I unhesitatingly throw in the sponge.

Will you, therefore, allow me to fade gracefully out of the picture if I admit that, while it is true that the work of the average woman is below that of the average man, practically every woman is above the average.

R. C. FORSTER.
Battersea.

VALUATION



"What's all this fuss about fire-watching?"

"Rent—Peppercorn; Rent—Peppercorn—who is this blighter Peppercorn?"

BLIC OFFICERS' CONGRESS

Not Use the I.P.A.?

his article in your June number, Mr. J. S. Earnshaw suggests a non-political congress of public servants to discuss common problems and aspirations.

The organisation for discussion and planning already in existence in the form of the Institute of Public Administration. Before the war, the conferences of the institute were of more than academic interest to those who attended them. The discussions were particularly interesting and, as the subjects were usually varied, practically everyone could take part. Some of our present war-time organisation seems to be based on schemes discussed at these conferences.

While salary questions were barred, such staff problems as reports for promotion, staff training schemes, planning, and organisation were discussed from the point of view of both central and local government.

In local groups of the institute, where the secretary was active, good mixed attendances of civil servants, local government officers, councillors, and others (including clergymen) interested in administration could be obtained. Meetings which received press publicity. In the Edinburgh district, the local group engaged in a survey of the activities, governmental, social and industrial of the city, to which the local branch of NALGO contributed historical surveys of the city rating services. The series of talks was published, a permanent record is available for anyone interested.

That NALGO has played its part in the creation of the institute is obvious from the number of prominent members of the Association who serve on its council. Those of who are members both of NALGO and the institute look forward to a continuance after the war of that influence which has helped break down many barriers between the local and central services.

443, Durham Road, R. DEAS
Portobello, (Public relations corres-
Edinburgh. spondent, Edinburgh,
and Fellow, I.P.A.)

MEMBERS AND "L.G.S."

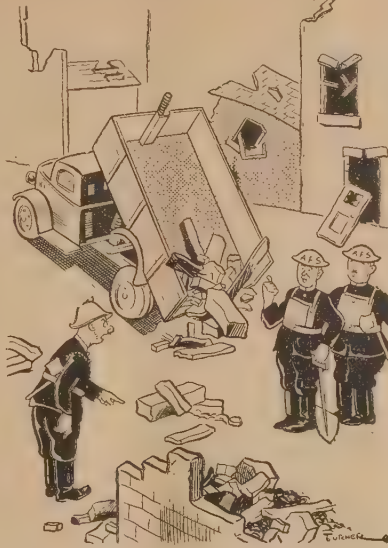
How Many Read It?

"THOSE who know me best would say that it is most unusual for me to 'write to the papers,' as I am loth to allow my name to appear in print. Hardly, however, had I penned a letter to Headquarters with a copy of a resolution recently passed by my executive committee congratulating the editor of LOCAL GOVERNMENT SERVICE upon his recent efforts and the growing excellence of our magazine, when my eyes fell on a letter from Mr. J. C. Thompson, who suggests that 90 per cent of NALGO members read only the two delightful, but intentionally humorous, articles by 'Hyperion' and 'Jackass': admirable contributors both. To suggest that only 10 per cent of our members are interested in the more serious articles is, to me, ludicrous.

I am proud to say that—though there may be one or two even here to whom the lighter material makes first appeal—this definitely does not apply to my branch. It was the very fact that members had expressed, without solicitation, the opinion that the magazine was not only maintaining a high standard, but was improving, that led to a member of our executive committee, with many years' experience, bringing the matter forward. Incidentally, may I say that my own reading of LOCAL GOVERNMENT SERVICE (and prior to that, THE MUNICIPAL OFFICER) extends over a long period, and, as one of its keen readers since March, 1914, I claim to know something of what I am writing.

I have neither the time nor inclination to enter into arguments as to why our Journal has improved, but would simply refer for emphasis to the articles in the June issue, on pages 123, 125, 129, 131, and 133.

I appreciate, of course, that it takes all sorts to make a world and, therefore, there must be varying opinions, with some of which one will not agree. Criticism is necessary and should be always welcomed, but please let it be fair. I for one, and I speak also for my branch



"Sure we're slow, chief—but this new type of lorry don't seem to hold much!"

executive committee, "take off my hat" to those responsible for recent issues of LOCAL GOVERNMENT SERVICE. I have not had the pleasure of the acquaintance of Mr. J. C. Thompson, but trust that he will accept the above remarks with good grace.

Wallasey. TOM SUTHREN,
Branch Secretary.

We are grateful to Mr. Suthren, and to others who have written privately in similar vein, for their comments. We should be more grateful were some of the "90 per cent" to write and tell us why they do not read the Journal, and what sort of journal they would read.

LEICESTER AND THE T.U.C.

A "Wrong Impression"

THE wrong impression which will undoubtedly be given to members as a result of the quotation from the "Leicester Mercury" given in your "Notes and Comments" in June, should be corrected by the publication of the following:

"Congress cannot order the unions either severally or collectively to call a strike, or to take any action whatsoever without the full assent and concurrence of the union executives in accordance with their own rules."

Although discussion of the affiliation issue in the journal has been terminated, I trust an appeal may be made to members to give the subject careful study with an open mind, so that when a clear-cut issue is ultimately put before them a sober and dispassionate view can be taken with less possibility of being stampeded by wild talk of strikes.

Leicester.

J. HILL
Branch Secretary.

FORMING A YOUTH SECTION

How Glasgow Did It

THE problem of interesting youth in NALGO has always been important, and the experience of Glasgow may show how to set about it.

Several months ago, some young NALGO members in the transport department felt that there was a definite need for some sort of social club, preferably along the lines of a NALGO Youth Section. Through friends in other

departments, they ran an inter-departmental dance, and managed to interest others in their idea. A committee was set up of a few keen people from each department, which has since run further dances, hikes, and hostel week-ends.

The idea progressed further, until, at the moment, NALGO is assisting, officially, in calling the first general meeting of the Glasgow Youth Section.

There is a big demand for such a youth section, and if other branches worked along similar lines, they would no doubt meet with equal success.

150 Old Castle Road, TOM WEBSTER.
Glasgow, S.4.

FULL-TIME COUNCILLORS

A Dangerous System

IN his article in your May number, Mr. Norman Browning advocates our instituting a system which has given rise to general cynicism and lack of faith in government Ministers. The paid councillor, who would be the "political head" of a department, would be either a figurehead (in which case he would be useless) or an active interferer. If the latter, he would probably be trying to manage something of which he had only the vaguest notions, and in the case of an obstinate councillor this would lead to chaos in the department.

If this scheme were adopted, there would have to be some method of assuring that councillors taking charge of departments knew something about the work they were supervising, and this would be such a revolutionary step in English administration—local or central—that it would never be accepted by the powers that be.

DEREK ROBERTS.

OVERTIME

What About the Army?

"SURREYITE" in your May number complains of unreasonable overtime. I am in the Army and consider myself fortunate to have been able to get in the office as a clerk. "Surreyite" says he is willing to serve in an emergency, but "fails to see the reason for stopping behind for the sake of it." That is merely an instance of red tape in civilian life—and Army red tape is many times greater than that. When "Surreyite" has finished his overtime he can in all probability go to his home and enjoy to a certain extent the many comforts of home life. At the month's end he draws his salary as he did in pre-war days, probably plus war-bonus.

If he is "willing to serve in an emergency," I advise him to don khaki and be on duty 24 hours a day—we receive calls at all hours—and at the week-end receive his salary at the rate of just over 1½d. an hour (2s. 6d. a day, including 6d. war bonus), less 1s. a day dependant's allowance. He would then be privileged to go home every month, and see how his wife and family were thriving on their share of Army pay—an enjoyable and encouraging 48 hours' leave.

NALGO's first job is to tackle the problem of making up salaries, and not quibbling about payment for overtime.

JACK HAWORTH (Gunner).
Accrington branch.

"WELSH ESSENTIAL"

An Unreasonable Demand?

I NOTICE that advertisements of local government appointments frequently state "knowledge of Welsh essential." As 99·9 per cent of Englishmen know nothing of the Welsh language, this means that Englishmen are virtually debarred from such appointments, although there is no bar on Welshmen taking up appointments in England.

How about English advertisements reading: "Knowledge of the Dales dialect essential?"
Bishop's Castle, H. LONGDEN.
Salon.

164 When You Must Pay Unemployment Insurance Contributions

Inquiries received at Headquarters show that the recent changes made in the regulations governing unemployment insurance and certificates of exception have puzzled many members. This article makes the position clear.

THE Unemployment Insurance Act, 1935, gave the Minister of Labour power to issue certificates of exception in regard to certain employments. Those certificates related to persons earning less than £250 a year—since persons earning £250 and over were already exempted from liability to pay unemployment insurance contributions—and exempted the persons included in them from liability to pay the contributions.

The Unemployment Insurance (Emergency Powers) Regulations, 1939, suspended, from September 6, 1939, the issue of new certificates of exception and the power to include persons under existing certificates.

The Unemployment Insurance Act, 1940, raised the salary limit for unemployment insurance purposes from £250 to £420 a year. It was seen, however, that that might cause the following anomalies:

A, who at the time he was identified under an existing certificate, was receiving £240 a year and whose salary is now £400, would still be excepted from unemployment insurance (because the certificate remains in force).

B, who was not covered by the existing certificate because at the time of its issue he was receiving £260 a year and whose salary is now £400, would have to pay unemployment insurance contributions (because he is earning less than £420 and because the regulations prevented his inclusion in the existing certificate).

Therefore, further regulations were issued—the Unemployment Insurance (Emergency Powers) (Amendment) (No. 3) Regulations, 1940—which gave the Minister of Labour power, up to November 1, 1940, to permit the holder of any existing certificate of exception to include in that certificate any person earning less than £420 a year who (in the case of local government officers) had completed three years' service in a superannuable capacity on September 6, 1939. The Minister could also give to any past or present holder of a certificate a new certificate relating to such persons. It should be noted that the power could be exercised only up to November 1, 1940, and that it did not allow the Minister to issue new certificates to employers who had never had a certificate of exception.

The present position can best be understood by the following examples:

A, present salary £300, has been employed by a local authority for 20 years and has been included in a certificate of exception since 1936.

He continues to be excepted because the certificate remains in force.

B, present salary £180, was included in the certificate of exception of X urban district council. He left that employment in October, 1939, to take up employment with Y urban district council, which also had a certificate.

B could not be included in Y urban district council's certificate in October, 1939, because of the Unemployment Insurance (Emergency Powers) Regulations, 1939. He could have been included in its certificate under the 1940 regulations if application was made to the Minister before November 1, 1940. If no action was taken before that date, then B is not and cannot now be covered by a certificate of exception and must pay unemployment insurance contributions.

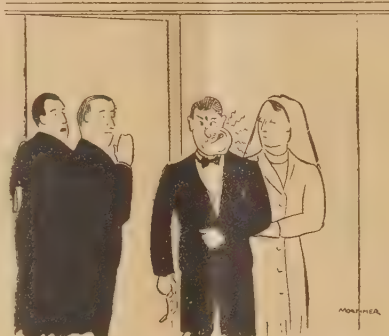
C, present salary £350, entered the service of X borough council in June, 1937, having no previous local government service. He is in a superannuable appointment but was

not included in the council's certificate because his salary is over £250.

He could not be included in the certificate under the 1940 Regulations because he had not completed three years' service before September 6, 1939. Therefore, he

B.B.C.

ANNOUNCERS ONLY



"Poor old Freddie—he got through the Abyssinian, Chinese, Spanish, Finnish, Norwegian, Dutch, French, Libyan, Greek, and Syrian campaigns—but the Russian has finished him!"

must pay unemployment insurance contributions.

D, present salary £250, was employed by Z urban district council and was covered by its certificate of exception. He left that employment in February, 1941, to take up an appointment with Q urban district council, which has a certificate of exception.

D must pay unemployment insurance contributions in his employment with Q urban district council. The power given to the Minister under the 1940 Regulations ceased on November 1, 1940, and therefore D cannot be included in Q urban district council's certificate.

The Association has recently raised with the Minister of Labour the question of local government officers transferring to new appointments after November 1, 1940. It was pointed out that many officers are leaving employment in which they are covered by a certificate of exception to take up work of national importance in a government department, or to take up employment with another authority, and are finding that they have to pay unemployment insurance contributions in that new employment if the salary is under £420 a year. The Minister was asked whether there was any possibility of registration to continue the exception of such persons. He replied: "The insurability position of the employment by the Ministry of — is not affected by the fact that, before taking up these duties, the person in question was identified under a certificate of exception from unemployment insurance granted to his previous employers.

"In these circumstances, unemployment insurance contributions are required to be paid in respect of the employment by the Ministry of — until the rate of remuneration in respect of it exceeds the statutory limit for exception from the payment of these contributions, i.e. £420 a year in respect of non-manual employment as from September 2, 1940. If, however, the employee is regarded by his former employers as a member of the per-

manent staff whilst he is serving in the Ministry of —, this department would, if the former employers so desire, be prepared to allow his exception under the certificate of exception to continue on his return to their service.

"The Minister does not contemplate making a Regulation which would permit an employee's exception under a certificate of exception to continue on his transfer to temporary war service with another employing body."

The Minister was also asked whether local government officers who are covered by a certificate of exception in respect of their day-time occupation, and who perform part-time evening school teaching duties for which they receive fees, have to pay unemployment insurance contributions on those fees if the rate of remuneration for the part-time teaching duties is at a rate less than £420 a year.

He replied: "When a person is engaged on more than one employment, each employment must be considered separately in deciding whether contributions are payable. Accordingly, if the rate of remuneration of the part-time employment as teacher does not exceed the equivalent of £420 a year for normal whole-time service, unemployment insurance contributions are payable in respect of that employment except in the case of any employment by any individual employer which occupies less than four hours in any week."

The Minister was asked to state the basis on which the remuneration for the part-time employment was to be calculated in such circumstances. He replied that the normal hours of employment were determined by reference to the conditions obtaining in each particular case. Whereas an average of 30 hours a week for 40 weeks a year was regarded as representing full-time service in day teaching, a slightly longer week was postulated for evening teaching. When £250 a year was the remuneration limit, 3s. an hour was regarded as the insurable limit for part-time teaching in evening schools. The corresponding figure applicable to the new remuneration limit of £420 a year is 5s. Unemployment insurance contributions are, therefore, payable unless the rate of remuneration in respect of evening employment as teachers exceeds 5s. an hour.

Unemployment insurance contributions are not payable in respect of teachers who are in contributory service within the meaning of the Teachers (Superannuation) Act, 1925, and are also employed as teachers of evening classes.

These actual questions submitted to NALGO recently and the answers given to them should clarify the position of members still further:

I have been included in a certificate of exception granted to my council since 1936. My salary is £300 a year. Have I now to pay unemployment insurance contributions, because of the salary limit being increased to £420?

No.

Before taking up my present employment in October, 1939, I was covered by a certificate of exception. The council by which I am employed also has a certificate and it has regarded me as having been included in it. I am now told that I must pay unemployment insurance contributions. Is this correct? My salary is £180 a year.

Yes.

I entered local government service in June, 1937. My salary is £350 a year and I pay superannuation contributions. The council has a certificate of exception, but it does not cover me. Must I pay unemployment insurance contributions?

Yes.

Until February, 1941, I was covered by a certificate of exception. I have now taken up employment with another local authority and am told that I must pay unemployment insurance contributions. Is this correct? My salary is £250 a year.

Yes.

J. Y. FAWCETT

New N.E.C. Member of
N.E. District

MEMBERS throughout the North-Eastern district—and in many other parts of the country—will be glad to hear that the district committee has elected Mr. J. Y. Fawcett as its representative on the N.E.C. in succession to Mr. V. Grainger, whose resignation we recorded in May. For Mr. Fawcett's name, abilities, and enthusiasm for NALGO are known well beyond his own district, and no member who has attended the annual conference can readily forget his powerful appeals on behalf of the Benevolent and Orphan Fund, which has always been one of his greatest interests.

He will bring to the N.E.C. the fruits of long experience of NALGO and an enthusiastic interest in its work. He was secretary of the branch South Shields (where



J. Y. Fawcett.

he is chief cashier in the borough treasurer's department), from 1927 until 1939, and has been a member of the North-Eastern district committee since 1927. He was vice-chairman of the committee last year, became secretary this year on the resignation of Mr. Grainger, and has the distinction—surely a hard-earned one—of having attended every meeting of the committee since he became a member years ago. He has also attended every annual conference since 1928 and attributes his enthusiasm for NALGO largely to the friendships formed at his first conference in Llyn Bay.

A keen social worker also, Mr. Grainger has taken an active part in the work of the South Shields Citizens' Advice Bureau, taking charge of one of its sessions, and is joint treasurer of "Trinity House," a big social centre run by the South Shields Community Council. During the last war he served in Egypt and Palestine with the 15th London Regiment (Civil Service Rifles) and the Machine Gun Corps.

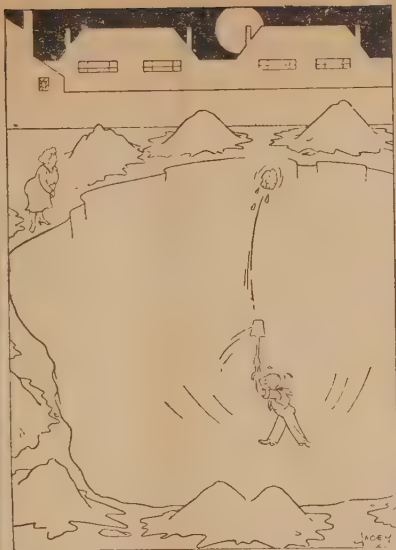
FIRE-WATCHING IN 1678

Fire-watching is not a new responsibility for the burgesses of Manchester, as is shown by the following extract from the Court Leet records for October, 1678:

Whereas this Towne hath bene wonderfully preserved from fire and other accidents which have hapened in seall parts of this Kingdom especially in the night Season and att this time the danger being more apparent than formerly, Therefore to the Intent all possible care may bee taken for the better security and safety of this Towne it is ordered that every Inhabitant of this Towne shall according to his turne and Time either watch himselfe in person or hire some sufficient person att the approbacion of the Present Constables for euy keepinge of Due watch euy night Till the fyve and Twentieth of March next and that the present constables shall take care that the same bee performed, and it is further ordered that the Deputy shall keepe an account of euy nights watch and of the persons that Refuse.

"You will observe," writes the correspondent who draws attention to that entry, "that our local authorities in those days were wise enough not to wait for some disaster to befall them before taking steps to deal with the danger."

—Manchester Guardian.



"Is it as big as the Jones's now, dear?"

T. J. METCALFE Brighton Loses a Great Branch Secretary

T. J. METCALFE, for the past five years secretary of the Brighton branch, is shortly leaving there for Smethwick. We are happy to publish this tribute, from one of his colleagues, to a staunch Nalgoite and a branch secretary of outstanding ability, whose reputation has spread far beyond the field of his major activity. He is being worthily succeeded as secretary at Brighton by Mr. E. L. Packer, president of the branch.




T. J. Metcalfe.

When Tom Metcalfe, chief weights and measures inspector, was appointed hon. secretary of Brighton NALGO in May, 1936, he was only a name to the committee, and not even that to many members. Today, his departure will be deeply regretted by every Brighton Nalgoite, not only because the branch loses the finest secretary it has ever had, but because members have lost an ever-willing adviser and friend. Nor is Brighton alone in its appreciation of Tom Metcalfe, for his services have been highly valued on the South-Eastern district committee, and headquarters has warmly praised his ability.

When he was appointed, he got his teeth into the job with characteristic thoroughness. His grasp of the multitudinous tasks which fall to a secretary has been amazing—and he has piloted the branch through troubled waters of superannuation, grading, war service allowances, war bonus, and many other problems. Throughout his period of office he has been an unwearied helper of the individual member in trouble, and there must be many who feel profoundly thankful that they "went to see Tom about it." Since he took the reins, membership has grown from 470 to 685. Many of these are in the Forces, with consequent difficulty in keeping in touch, yet all have had their LOCAL GOVERNMENT SERVICE sent regularly and have been kept informed of branch activities through the local magazine. Not only has Tom kept on top of the job, but he

When Tom Metcalfe, chief weights and measures inspector, was appointed hon. secretary of Brighton NALGO in May, 1936, he was only a name to the committee, and not even that to many members. Today, his departure will be deeply regretted by every Brighton Nalgoite, not only because the branch loses the finest secretary it has ever had, but because members have lost an ever-willing adviser and friend. Nor is Brighton alone in its appreciation of Tom Metcalfe, for his services have been highly valued on the South-Eastern district committee, and headquarters has warmly praised his ability.

Wolsey Hall Oxford

Founded  in 1894

POSTAL TUITION

For London University

MATRICULATION

This is the most valuable of all the certificates giving exemption from Professional Prelim. Exams. It is also the first step to a University Degree.

Also for London University

Diploma in Public Administration and Degrees

Prospectus Free

on request (mentioning exam.) to the Director of Studies, Dept. RH7, Wolsey Hall, Oxford

NETHWAY PRIVATE HOTEL FALKLAND ROAD TORQUAY

Ideal situation. Full sea view. Within easy walk of sea front, bathing, etc. Hot and cold water in every bedroom.

TERMS 3 Gns. TO 4 Gns.

Write early—accommodation very limited.

MR. & MRS. A. J. WILLIAMS
(Son a "Nalgoite"—Torquay branch)

BOARD-RESIDENCE

RESIDENTIAL CLUB for young business ladies and gentlemen. Terms from 25/- per week. Bed and breakfast, evening dinner, full week-ends or partial board. Billiard-room, lounge, study. Bessborough House, 23, Nightingale Lane, Clapham Common, S.W.4. BATTERSEA 6173. Overlooking common and tennis courts. Three minutes Clapham South Underground Station.

AT 71 WARWICK SQUARE S.W.1. (Victoria 1275), 3 minutes Station. Superior divan room, H. & C. bath, gas-ring. From 15/6; double 25/-.

LITERARY

WRITE FOR PROFIT in Spare Time.—The ideal wartime hobby. Send for free booklet.—Regent Institute (190G), Palace Gate, W.8.

MISCELLANEOUS

SABELL & Co. late of 73/75, Pershore Street, have removed to—
22, Bromsgrove Street, BIRMINGHAM. 5.

REMOVALS AND STORAGE UNDERTAKEN by DAVIES TURNER & Co., Ltd. (Est. 1870), 4, Lower Belgrave Street, S.W.1. SLO 5121.

has even found time to join the A.F.S. as a part-time volunteer, where his keenness and organising ability are just as much appreciated.

Tom Metcalfe comes from County Durham, and he has the Northerner's ability for making and keeping friends. That is why he will know, wherever he goes, that he carries with him the good wishes of Brighton NALGO and the South-Eastern district committee.

A. J. M.

Southgate Branch Beats War Savings Record

Some weeks ago we recorded how Croydon branch of NALGO had raised £20,800 as its share of the borough's War Weapons Week. At the time that seemed to mark a record which would long remain unbeaten. Southgate thought so too until it tried itself and raised £33,000! Here, H. J. BARKER, the branch secretary, tells how it was done—with a branch membership of 90 and a population of 56,000 (compared with Croydon's 690 members and 233,000 population).

IT was the article in the March LOCAL GOVERNMENT SERVICE about Croydon branch's effort that gave us the idea. Some of us thought that, as a staff, we should pledge ourselves to be responsible for a modest portion of the £250,000 aimed at by the borough of Southgate. Croydon's £20,800 seemed far beyond our reach, as our branch membership, now sadly depleted, usually numbers around the 90 mark. However, we have a large band of temporary officers upon whose enthusiasm we knew we could rely, and so the scheme was launched.

We put out a few feelers, in the form of a circular letter, to test the strength or weakness of the staff's enthusiasm. The response was, if not alarming, encouraging. Then the branch

during the two Saturdays, while wives, sweethearts, and friends helped during the day.

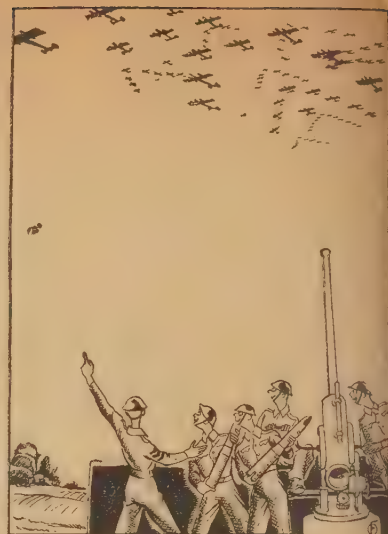
We were given an empty shop which, although in a prominent part of the district, was rather tucked away, and we had to devise some means of drawing public attention to it. Croydon had a Gun Turret, why shouldn't we? We therefore consulted one of our architects, who drew up the plans, and then approached the rescue party, who agreed to build it. The result was one of the "star" advertisements of the week. The Turret, with two guns pointing the way to the selling centre, was placed on a green about 50 yards away, with posters saying: "Follow the Guns and Invest."

Three or four of us decorated the windows of the booth with flags, photographs, and war weapons (shells, guns, etc.) and one or two of our own posters, with some snappy slogans. On the evening before our opening day, two women members distributed in the vicinity about 750 handbills, designed by the town planning officer and stencilled by the production department of the staff magazine.

The first day was hectic, each succeeding day equally so, and we wound up on the last Saturday with a cheque for £5,000, bringing that day's takings to £10,000.

At the town hall, another selling centre was run by other members of the staff. Totals were posted on the staff notice board each day. We had worked hard, and had high hopes of a successful week. But the final total, showing that the staff effort had realized £32,760, not including some hundreds of pounds worth of stamps sold, far exceeded our wildest dreams.

There were some interesting and amusing incidents—such as the old lady who brought



"Look—a skylark!"

her life savings actually in a stocking, and another woman who presented us with a sovereign and half-sovereign and would take nothing for them. There were the certificates bought for a child only a few hours old and the boy with what appeared to be the contents of a money box—over £7 10s. 0d. in sixpences and silver 3d. pieces.

In every way our contact with the public was a happy one and, judging from the complimentary remarks passed, the reputation of the town hall staff has gone up in the locality.

One does not hear of many other similar branch efforts, but with careful organization a great deal can be achieved and, apart from helping the war effort, there is the golden opportunity of showing your own district that NALGO and local government officers are capable of other ways of service than taking the ratepayer's money and seeing to his drains. We at Southgate are glad we tried the experiment. How about your branch having a shot?

BUILDING SOCIETY MORTGAGES AGAIN!

The Nalgo Building Society is now prepared to consider applications from members for advances to enable them to buy houses for occupation. The advances may be up to 75 per cent. of the March, 1939, value, or the present value, whichever is the lower, and are repayable over a period not exceeding 20 years,* together with interest at the rate of 5 per cent.

executive committee met and decided to form a special sub-committee, answerable to the main committee, but composed of both permanent and temporary officers. I have worked with many committees and sub-committees, but for sheer enthusiasm, hard work, and zeal for getting jobs done, our War Weapons committee beat the lot.

I had contacted the Croydon branch, ostensibly to get a few ideas, and the enthusiasm I found there was contagious and found a ready echo in my own branch. Like Croydon, we organized a ballot for savings certificates. (Had a stray bomb not fallen on our printer's, there is no saying what we might not have done. As it was, we raised well over £600 in this way. There were three main prizes—£90, £45 and £22 10s. 0d.—and over 600 separate prizes in units of one certificate.

Before the week, we worked up some enthusiasm through the staff magazine, which ran a special War Weapons Week number, with a prize cross-word competition and a lucky number prize. The staff social club organized a table tennis competition, with certificates as prizes, and what was left undone by these two efforts the branch group savings secretary completed by badgering all and sundry to increase their savings.

During the week itself the branch held an Empire Eve Ball, which was described as the outstanding social function in the borough's programme. Certificates were given away as spot prizes and raffle prizes. During the evening we had two cheques for £50 each handed in for investment in war bonds, and many certificates were sold between dances.

Our biggest effort was the Selling Centre that we organized and manned throughout the week. The whole staff put their backs into it, giving up their evenings and many hours

WEST HAM'S FINE TOTAL OF £8,700

ANOTHER fine achievement—especially when the poverty and war-time sufferings of the area are taken into account—was that of West Ham branch, which raised £8,700 in a week.

When, some time ago, the Mayor of West Ham sought the aid of the branch in the war weapons week campaign, he was promptly answered. The executive formed a special sub-committee which, within 24 hours, had launched a 3d. draw for savings certificates, had enlisted the aid of the A.R.P. wardens, and had initiated a host of other schemes. Tickets for the draw were sold before they were printed, and by the end of the week 86,000 had been disposed of, allowing for first, second and third prizes of 335, 201 and 134 certificates respectively, 50 prizes of three certificates, 100 of two, 320 of one, and a profit of £1,011. In addition, members of the branch designed a number of posters with snappy slogans, a most effective circular was prepared and printed, stamp sellers were appointed in each department, and the branch itself invested £50 of its funds in certificates. An outstanding achievement was a raid by members and wardens on the local greyhound stadium, at which £2,100 was captured in a single evening. Another was that of a single woman member—a keen savings enthusiast since the last war, since when she has sold £1,000 worth of certificates every year—who, single-handed, sold £2,400 worth in the week.

One reason for the success of the campaign was that local government officers, by virtue of their close acquaintance with the citizens, know the right psychological approach to them. The branch's circular illustrates the value of applying this knowledge. Direct, crude and undignified, with its slogan of "Up the Hammers—Help to Hammer the Huns," its talk of "the missus and the kids," its appeal to "buy your stamps at a tanner apiece and stick 'em in the book," and its promise of "a daffy of certificates" to lucky participants in the draw, it would have horrified the people of Eastbourne or Ealing, but it went down in West Ham—it talked their own language—and it brought in over £1,000 in three pence. That is the test of successful propaganda—and a hint to other propagandists.

Other hints offered by the branch secretary E. R. Gamester, are that to achieve real success an officer should be released from all other work for a short time, so that he can devote his whole attention to the job, and that representation should be secured on the local savings committee.

It would be interesting to know just how much NALGO members everywhere have raised for war savings and charities since the war began, and still more interesting to enlist these successful money raisers to the aid of our own Benevolent and Orphan Fund. If Croydon Southgate, and West Ham alone can get £62,500 in a week, what could not every branch, by similar methods, achieve in a year?

IT IS SO EASY to waste money
on personal luxuries and excuse yourself by saying
that it is only **1/- A WEEK**
or **2/6 A WEEK**
or **5/- A WEEK**

If you invest these small sums regularly every week
in National Savings Certificates, they will help to
win the war, earn interest for you, and in 10 years
amount to just over **£30**
£75
£150 respectively

It's plain commonsense to join a Savings Group, save every penny you can and get real enjoyment out of spending when the war is over.

MAY BE CASHED AT ANY TIME : There is no safer security in the world than Savings Certificates, yet your money is readily available if needed. On giving short notice, you may cash your Certificates at any time and you will receive what you paid for the Certificates plus any interest that is due.

★ Savings Certificates can be bought at any Post Office, Bank, or Trustee Savings Bank ; through a Savings Group, or from Shops acting as Honorary Official Agents.

War Service—Superannuation.

My war service pay is now more than the salary I received in my civil employment, and the local authority says I must pay superannuation contributions based on my civil salary. Is this so?

Yes. Section 4 (2) of the Local Government Staffs (War Service) Act, 1939, provides that where an employee's war service pay is not less than the remuneration which he would

Members seeking answers to their questions on this page should write to the general secretary, NALGO, Croyde, Braunton, Devon. Only questions relating to employment by a local authority and NALGO and its ancillaries can be answered. The Association cannot undertake to advise members on their private affairs.

have received if he had continued to serve in his civil capacity, the employee must pay the superannuation contributions which he would have paid if he had stayed in his civil employment.

My war service pay is less than the remuneration which I would have received if I had remained in my civil employment. My council has not made any payment to me. Has it any power to demand or recover superannuation contributions from me?

No.

My council is making up part of the difference between my war service pay and my civil pay. Those employees who have not been called up for war service receive a cost-of-living bonus, and the council tells me that I must pay my superannuation contributions on the cost-of-living bonus which I do not receive. Am I liable to pay contributions on that bonus?

Yes. As you are receiving from the council part of the difference between your war service pay and your civil pay, you must pay the superannuation contributions which you would have paid if you had remained in your civil employment. If you had remained in that employment you would have received the bonus and would have been paying contributions on it. Therefore you must pay superannuation contributions on it now, even though you do not receive it because you are on war service.

The Association has several times submitted to the Ministry of Health that superannuation contributions should be deducted only from the actual amount of the civil remuneration which the employee receives during his war service. So far, however, our representations have not been successful.

Where, however, an employee is being required to pay contributions on remuneration which he is not in fact receiving, but would

have received had he continued to serve in his civil capacity, we suggest that the local authority should increase his remuneration by a sum equal to the difference between the contributions on the actual remuneration received and the contributions on the amount of remuneration which he would have received.

War Damage Act—Car Insurance

I own a car which I use for carrying out my official duties, receiving an allowance for running expenses from my authority. Must I insure this under the Private Chattels scheme or under the Business scheme?

According to a ruling of the Board of Trade, a motor car owned by a local government officer which is used by him for carrying out his official duties on behalf of the authority, and who receives an allowance from the authority for running expenses, is insurable by him under the Private Chattels scheme and not under the Business scheme.

SCOTTISH NOTES New Salary Scales for Nurses Recommended

IN view of the circular letter issued recently by the Department of Health for Scotland increasing the salaries of nurses in State employment, and which rendered obsolete the scales adopted by the Scottish Whitley Council some months ago, the council considered new scales when it met on May 30. The following were approved:

Probationer or Student Nurses: £36 (first year) + 4 (1) + 5 (2)—£50.

State registered nurses acting as staff nurses to receive £60 in fourth year.

Staff Nurses: £75 (first year) + 10 (2)—£95.

Local authorities may pay £5 less than the above scale to nurses employed in hospitals with fewer than 100 beds.

Ward Sisters:

(a) Hospitals with 100 beds or over normally available —£105 (first year), £115 (second year), £125 (third year) and £135 (seventh year).

(b) Hospitals with under 100 beds normally available —£10 p.a. less than above scales.

The war increase recommended by the Whitley council to be payable in addition to the above salary scales.

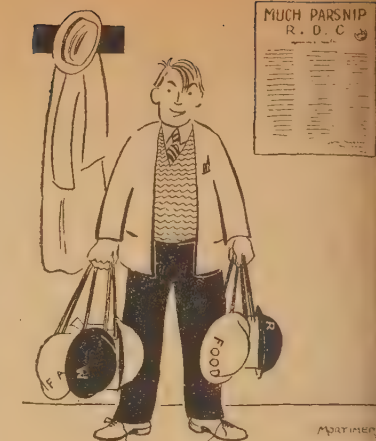
It was further recommended that:

The salary scales should be regarded as standard and should be applied uniformly by all local authorities, subject to the right of a local authority, if it so desires to grant placing on the scales in making appointments.

The salary scales should not in any case operate so as to affect prejudicially existing employees.

An allowance of 15s. p.w. should be granted to nursing staffs in lieu of board when on annual leave and residing outside the hospital or when in receipt of sick pay and residing outside the hospital with the approval of the medical officer.

The Whitley council also decided to express to the Department of Health the view that the Government should immediately take appropriate action to protect local authorities against the transfer of nursing staffs from the local government service to the civil nursing reserve



Which hat will you wear to-day, sir?

or other services. The question of pay of nursing staffs in mental hospitals is now under consideration.

Other scales approved included:

Women Sanitary Inspectors: £160—£210.

Masseuses: £180 + 10 (2)—£200.

Health Visitors: £175 + 10 (5)—£225.

On all these scales cost-of-living bonus will be payable in addition.

County Councils' Association and Whitleyism

We understand that a definite recommendation has now been made by the Scottish County Councils' Association to all its constituent members to approve of affiliation to the Scottish Whitley council. Recently, several county councils—including Aberdeen, Caithness and Kirkcubright—hitherto opposed or indifferent, have passed resolutions approving of affiliation. The county councils in the industrial areas, such as Lanarkshire, Dumbartonshire and Ayrshire, and the agricultural counties of Roxburgh and East Lothian, already send representatives to the Whitley council.

Opinions of Counsel

Two Opinions of Counsel have recently been obtained in connection with cases now pending but at the moment it is inadvisable to publish them. We mention the fact to assure our members in the branches interested that their cases are being carefully considered.

An account of the Association's victory in the Port Glasgow dispute before the Industrial Court appears on page 157.

STIRRUP PUMPS are still available with immediate delivery for Councils only, at 19/3 in quantities, Home Office type, many thousands of which have been supplied to local authorities.

A.R.P. double texture, three-piece, large fitting **WATERPROOF COATS**, ideal with all A.R.P. Workers and roof spotters, 25/- (plus tax), in khaki and black. Special as above but with teddy bear lining, 40/- (plus tax).

Three Piece **BOMB SETS**, 10/6 **REDHILL SETS**, £1 **LADDERS** (13 reinforced rungs), 25/- **C.D. RESPIRATORS**, 16/6 **WELLINGTON BOOTS**, 14/6 (plus tax)

Also **ASBESTOS GLOVES**, **VISORS**, clear and metal **EYE SHIELDS**, **FIRST AID EQUIPMENT**, **STRETCHERS**.

AIR DEFENCE EQUIPMENT SERVICE
4, Lisle Street, London, W.C.2.

Telephone: GERrard 2349. Telegrams: "Intrav" Lesquare, London.

AN AUTHORITATIVE 150 pp. GUIDE TO CAREERS

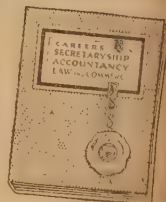
offered free by the Metropolitan College, the leading Commercial, Professional and University Training Institution in the British Empire.

EXPERT POSTAL COACHING

for all Accountancy, Secretarial, Banking, Legal, and Insurance Exams., for Professional Preliminary Exams., Matriculation, B.A., B.Com. and other London University Degrees, Diploma in Public Administration, etc. Also many intensely practical (non-examination) Courses in business subjects.

INVEST IN YOURSELF—IT PAYS!

Send a Postcard to-day for free "Guide to Careers," which shows plainly how to secure that advancement upon which your future happiness depends.



METROPOLITAN COLLEGE

(G3/2), ST. ALBANS

An Invitation to Public Officials


W. BENSON, Ltd.,

HATCHMAKERS AND JEWELLERS of LUDGATE HILL,
invite PUBLIC OFFICIALS to visit their West End
Showrooms at—

5, OLD BOND ST., LONDON, W.1.
(Piccadilly End)

which address their City Offices and Showrooms have been
removed, as a result of enemy action.

SPECIAL DISCOUNT to PUBLIC OFFICIALS—enquiries by post are
admitted. Please mention Department "A" when writing or calling.



BE TALLER! CLIENTS GAIN!
1 to 6 inches!
NO APPLIANCES—NO DRUGS—NO DIETING
ROSS SYSTEM NEVER FAILS
D. MALCOLM ROSS
Height Specialist.
25, HYDE, LONDON, W.C.1.

MY OWN
HEIGHT IS
6 ft. 3 3/4 ins.

STATIONERY BARGAINS

DUPLICATING PAPER
Size 10 ins. x 8 ins.

		£	s.	d.
1 ream	...	...	6	0
2 "	...	...	1	10 0
3 "	...	...	2	15 0

WRITING PAPER

1 ream	...	...	6	6
2 "	...	...	18	0
3 "	...	...	1	10 0

"BANK" PAPER
Thin typing

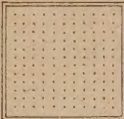
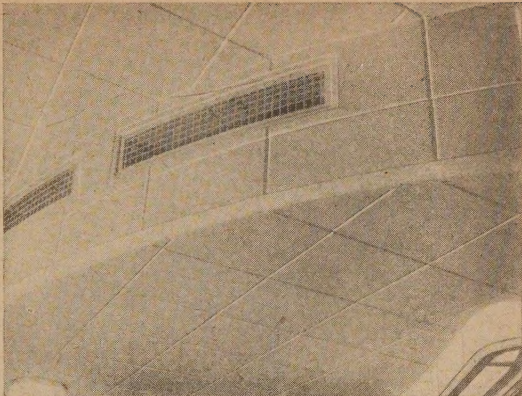
		£	s.	d.
1 ream	...	...	3	9
2 "	...	...	1	0
3 "	...	...	1	19 0

ENVELOPES to match

500	...	...	6	6
1,000	...	...	12	6

Carriage Paid.

COBHAM TRADING Co.
4/26, BLACK FRIARS LANE, LONDON, E.C.4.



Paxtiles absorb noise
in this underground control room. In Concrete
air-raid shelters the high reflectivity of concrete
exaggerates air-raid noise. By covering hard
reflecting surfaces with Paxtiles they become
highly sound absorptive entirely eliminating
sound reflection. Paxtiles are composed entirely
of Asbestos and on that account are absolutely
fire-proof, damp-proof and vermin proof. May
we send you samples?

NEWALLS INSULATION COMPANY
Branch of Turner and Newall Ltd., Washington Station, Co. Durham.

FURNITURE MANUFACTURERS



Over 7,500 pieces of
Furniture on show

Model Rooms

Our Furniture is made by
hand in our own
Workshops

We invite you to see it in
the making from the rough
timber to the finished article

Extensive Carpet and
Bedding Department

Some of the Largest Showrooms in the Country

33 1/3%
Manufacturers
Discount
allowed to members on
production of membership
card.

ALEXANDER DAVIS

151 & 153 CURTAIN ROAD, E.C.2
(near Old Street Station) Bishopsgate 9622 (4 lines)
Open every day including Saturdays until 6 p.m.
N.B.—Our Euston Road Premises are not available owing to enemy
action. Our usual extensive stocks are, however, now to be seen
at our Curtain Road premises

AN INVITATION

YOU ARE INVITED TO
LOOK ROUND WITHOUT
ANY OBLIGATION
WHATSOEVER

MANCHESTER: 40 PORT STREET, NEWTON STREET
OPEN EVERY DAY INCLUDING SATURDAYS UNTIL 6 p.m. CENTRAL 0638 (4 lines)

SOUTHERN REGION

Abingdon borough, in response to an application from the divisional officer, has granted increases to certain officers, and decided to review salaries half yearly.

Hartley Wintney R.D.C., in response to an application from the divisional officer, has improved the salaries paid to its staff.

Local joint committees have been formed at Finchley and Malden and Coombe.

West Dean R.D.C. has adopted a complete scheme of grading, classification and service conditions, providing for:

(a) Men—

Grade A: £55 (at 16) + 10 (2) + 15 (7)—£180 (at 25)

Grade B: £210 + 10 (5)—£260

Grade C: £270 + 10 (5)—£320

Grade D: £330 + 10 (5)—£380

Grade E: £390 + 10 (5)—£440

Women—

Grade A (shorthand typists and machine operators): £55 (at 16) + 10 (2) + 15 (2) + 30 (1)—£135 (at 21).

Women whose duties require exceptional qualifications and ability will be included in the appropriate grade for male officers.

(b) Advancement in cases of exceptional merit.
(c) Examination grants of £10 for an intermediate and £20 for a final.

(d) Office hours to be normally 38 p.w.

(e) Holidays: On salaries up to £250—12 working days on entry to service, 15 working days after 10 years' service, and 18 working days after 15 years' service; On salaries over £250—18 working days; Chief officers—21 working days.

(f) Sick leave allowances—Full salary for two months, and consideration thereafter.

(g) Any officer to have the right of appeal through the local branch of NALGO.

West Suffolk County Council has adopted the following new scales of salary:

Scale 1. £45 (at 16) + 10 (2)—£65.

Scale 2. £80 (at 19) + 12 (4)—£130.

Scale 3. £145 + 10 (4)—£185

plus a further increment of £10 after the completion of two years' service on the maximum of scale 3, making an ultimate maximum of £195 p.a.

The maximum salary for women clerks is £165, the proviso not to operate to preclude women from being eligible for appointments to "posts" carrying a higher salary than £165 on scale 3 or promotion to "posts" above.

DISTRICT COMMITTEES

Lanes. C.C. Chairman Backs War Service Pay

STRONG support for the making up of war service pay was expressed by Ald. Sir William Hodgson, chairman of the Lancashire county council when, with Sir George Etherton, clerk to council, he welcomed representatives to a meeting of the North Western district committee at Preston on May 24.

Recalling that the Lancashire county council was making up the difference between army and civil pay for all the 199 officers from the staff serving in the Forces, Sir William said this was a gesture which many authorities had followed; some, unfortunately, had not.

He congratulated NALGO on the way in which it was maintaining the social amenities for which it had become famous, despite present difficulties and the heavy wartime burdens on all local government officers.

Sir George Etherton paid high tribute to the work of officers in civil defence. "Only last week," he said, "I was asked by the Ministry of Home Security to find some men to go down to Bootle and to Liverpool and to render some assistance there in connection with rest centres and so on, assistance to those people who in their hundreds and thousands have been driven from their homes. It was 4 o'clock in the afternoon, but I was able, within an hour, from the depleted staff we have today—practically all the men of military age gone—to find 23 officers able, willing, and ready to go down to these districts and stop as long as they were wanted."

"It is very difficult to carry on administrative work at all in the absence of so many of the staff, and I would like to pay a tribute to the older members and to the willingness with which they put in, overtime and assist in a voluntary capacity with A.R.P."

At the meeting, at which Mr. T. Freeman presided, there was a lively discussion on affiliation to the T.U.C. It was decided to defer a decision until the next meeting and in the meantime to ask branches to consider the question and to instruct their representatives on the line they should take at that meeting.

It was decided to forward the following resolution to the National Executive Council:

That this District Committee, having regard to the increase in the cost of living and to the increases in wages being paid in other occupations, expresses its dissatisfaction with the rate of cost of living bonus recommended by the National Whitley Council;

is dissatisfied with the provision which limits the increase to salaries not exceeding £300 p.a. and considers this limitation wrong in principle as it makes a distinction between different grades of the local government service; and

recommends that, in considering the rate of bonus to be granted, comparisons with the civil service should not be made unless and until the local government service is placed under similar conditions as to salary scales and service conditions as the civil service.

This resolution was submitted to the emergency executive on May 31, and was referred to the service conditions and organisation sub-committee.

South-Eastern and T.U.C.

The South-Eastern district committee on May 24 discussed the report of the N.E.C. on affiliation to the T.U.C. The Kent county branch submitted two resolutions which, with slight amendments, were unanimously endorsed by the district committee:

1. That this district committee is of opinion that the National Executive Council should review the question of affiliation to the T.U.C. from time to time during the war period, but that any change of policy should be confirmed by obtaining the agreement of branches before it is implemented.

2. That without expressing at present any definite view on the merits or demerits of affiliation to the T.U.C., this committee desires to protest to the N.E.C. at the manner in which it has treated the district committees

NALGO ADDRESSES

To avoid delay, members are asked to address correspondence as follows:

On all subjects except ancillaries, in the first place to the appropriate district office:

SOUTHERN REGION

Regional Officer (and Metropolitan District): T. M. Kershaw, 192, Edgwarebury Lane, Edgware, Middlesex (EDGware 2025).

Divisional Officer (Eastern and South-Eastern districts): J. Melvin, 54, New Street, Chelmsford (Chelmsford 4347).

Divisional Officer (Southern and South Western districts): N. M. Woodcock, 16, The Crescent, Taunton (Taunton 2779).

E. and W. MIDLANDS AND S. WALES REGION

Regional Officer (and E. and W. Midland districts): J. E. N. Davis, 14, Earlsbury Gardens, Birmingham 20 (Birmingham 5123).

Divisional Officer (S. Wales, and Monmouthshire districts): A. H. Geary, 11, Park Place, Cardiff (Cardiff 1646).

NORTH-WESTERN DISTRICT

Divisional Secretary: Haden Corser, 2, Mount Street, Manchester 2 (Blackfriars 7668).

NORTH-EASTERN AND YORKSHIRE DISTRICTS

Divisional Secretary: W. Cecil Wood, 12, East Parade, Leeds (Leeds 24861).

SCOTTISH DISTRICT

Divisional Secretary: J. M. Mortimer, 67, West Nile Street, Glasgow, C.1 (Douglas 0404).

Relating to NALGO ancillaries and the supply and delivery of "Local Government Service" to—
The General Secretary, NALGO, Croyde, Braunton, North Devon (Croyde 212).

Relating to Public Relations and "Local Government Service" (editorial), to—

The Public Relations Officer, 192, Edgwarebury Lane, Edgware, Middlesex (EDGware 2025).

Relating to "Local Government Service" advertisements, to—

A. Darby's Advertising Agency, Cobham House, 24, Black Friars Lane, London, E.C.4 (City 6696).

LONDON OFFICE

The General Secretary, 27, Abingdon Street, Westminster, S.W.1, Telephone and Telegrams WHITEhall 9351.

and branches in dealing with the matter. In the opinion of this committee, district committees and branches should have been furnished with all relevant information and their views should have been sought on the subject before any recommendation was made on the matter by the National Executive Council.

The congratulations of the district committee were extended to Mr. T. J. Metcalfe on securing an appointment at Smethwick, and Mr. W. O. Dodd paid high tribute to Mr. Metcalfe's services as secretary of the Brighton branch.

Mr. W. A. N. Baker (chairman) was congratulated on his promotion to Lieut.-Colonel, Battalion Commander, 11th Maidstone Battalion, Kent Home Guard.

Lancashire and Cheshire Provincial Council

Cases considered by the appeals committee of the Lancashire and Cheshire provincial council recently included:

Macclesfield—Four officers in the borough treasurer's department, graded clerical Section B, applied for re-grading to professional division, section B. Three appeals were allowed, the posts to be graded with a compensating salary of £270, from April 1, 1941, and the fourth was rejected.

Millom R.D.C.—An appeal against the council's decision to reduce from £25 to £15 p.a. the travelling allowance of the assistant water engineer was allowed.

Stretford and District Electricity Board.—A satisfactory conclusion has been reached between the Electricity Board and three officers whose appeals had previously been heard by the committee.

Cost of Living

Publication by the Ministry of Labour of the cost-of-living figure was considerably delayed last month, and it was not available when we went to press.

Reserved Officers—A Warning

Two cases have recently been reported to Headquarters where rate collectors aged 38 have been informed by local officer of the Ministry of Labour and National Service that they were not within the reserved class of local government officers.

Upon representations being made to the Ministry, Association was informed that the local decisions were based upon an incorrect interpretation of the Scheme and necessary administrative action had now been taken to put the matter in order.

Should any similar case arise elsewhere, branches asked to write to Headquarters at once. The following details are required: full name, full address, age, office registration, date of registration, and registration number.

Educational Facilities

DESPITE the war, NALGO's education department is maintaining to the full its services for members wishing to improve their position by obtaining professional and technical qualifications. All the courses the NALGO Correspondence Institute are kept up to date by experienced tutors, and since there is no time-limit for the completion of the courses, students in the Forces can prepare themselves for a post-war career by embarking on study now.

The lending library, too, remains at the service of members. It is well stocked with books covering all of the professional examinations. A note to the General Secretary, NALGO, Croyde, Braunton, Devon, will bring full details of all the educational facilities available.

As we have already reported, NALGO members now obtain financial assistance in taking correspondence courses in local government and allied subjects at Rus College, Oxford. Details can be obtained from the Secretary, Workers' Educational Association Committee, 38a, St. George's Drive, Victoria, London, S.W.1.

Provident Society Progress

At a meeting of the Provident Society Committee Management, held on June 1, it was reported that, during the year ended May 17, membership of the sickness scheme had increased from 20,298 to 20,377; of the death benefit scheme from 597 to 1,621; of the hospital nursing home scheme from 7,724 to 7,984; and of funeral benefit for children scheme from 111 to 165. The number of members enrolled under the simple endowment scheme for women since January 1 was 25.

The following recommendations of the Executive Committee have been approved by the Committee Management. The Society's actuaries and the Registrar of Friendly Societies have approved the recommendations under Table II.

Death Benefit Scheme (Table II).—That a rate of 1 per cent per annum be added to each assurance in force at December 31, 1940, for each complete year within the quinquennial valuation period.

Hospital and Nursing Home Scheme (Table III).—That since the valuation shows only a small surplus, the present rates of contributions and benefits be continued.

It is not proposed to issue bonus certificates in connection with the last valuation of the death benefit scheme but the bonus will be added to the applicable assurance.

Hospitality for Warriors

For the benefit of members serving in the Forces, publish below a complete list of branches and individual members who have offered hospitality and entertainment for members in the Forces stationed in their areas. The latest addition is Wrexham. We shall be glad to add to the list.

BRANCHES

Ashton-under-Lyne.—W. B. BRADLEY, electrician, works, Ashton-under-Lyne (use of Waterworks Club offered).

Blackburn NALGO Sports and Social Club.—J. COX, 42, Victoria Street, Blackburn.

Cambridgeshire.—LEO MASON, Shire Hall, Cambridge.

Cheshire County.—H. JONES, 47, Walter Street, Chester.

Essex Rivers Catchment Board.—L. E. INNES, Essex Rivers House, Springfield Road, Chelmsford.

Grimsbury.—J. W. L. BUXTON, borough treasurer, Dept. Victoria Street, Grimsby (Grimsbury 1643).

Hinckley, Leicestershire.—J. G. S. TOMKINS, Station Road, Hinckley.

Isle of Wight.—S. H. MATTHEWS, County Hall, Newport, I.O.W.

Leicester.—J. HILL, City Water Offices, Bowling Green Street, Leicester.

Newcastle-upon-Tyne.—V. GRAINGER, Town Hall, Newcastle-upon-Tyne.

Nottingham NALGO Social Club.—A. J. DAVY, Town Hall, Rowan Bank, Skegness.

Winchester.—R. G. CASTLE, Guildhall, Winchester.

Wrexham.—H. BROOKFIELD, borough surveyor's department, Grosvenor Road, Wrexham.

PERSONAL

J. Darricotte, Grove House, Grove Lane, Chertsey, Surrey (Bramhall 306). Mr. Darricotte offers "meals, bath, bed, snooker, table tennis," etc.

Members in the Forces in the area who will write a letter to say when they would like to call.

F. W. Goodman, The Pines, Stourbridge Road, Bromsgrove, Worcestershire (secretary of Bromsgrove branch).

Obituary

We regret to record the death, at the age of 62, of Mr. Alexander Grant Cockburn, town clerk of Elgin and original member of the former North of Scotland branch—to the executive of which he was elected in 1919.

THIS YEAR WE CLIMB TO VICTORY

EARNING POWER IS A SOUND INVESTMENT

ACHIEVE VICTORY we must
efficient—to be efficient we must
succeed.

CAN HELP YOUR COUNTRY
yourself at the same time if you
do your best, but you are not doing
your best if you waste time.

becoming efficient in your vocation
can give the best service to your
country and to yourself. The more you
use your earning power the better it is
for your country and for yourself personally.

in time of war, earning power always brings its possessor to the front.
to use waiting for better times. The ideal opportunity never arrives.
have to make the best of existing conditions. Therefore, delay is
harmful; it is worse, it is harmful.

is your desire to make progress and establish yourself in a good
career, write to us for free particulars on any subject which interests you,
your career is undecided, write and tell us of your likes and dislikes,
we will give you practical advice as to the possibilities of a vocation
how to succeed in it. You will be under no obligation whatever,
our pleasure to help. We never take students for courses unless
we are satisfied they are suitable. Do not forget that success is not the
objective of the brilliant. Our experience of over
years proves that the will to succeed achieves
than outstanding brilliancy.

T. 36, THE BENNETT COLLEGE, SHEFFIELD



GOOD VALUE and Smartness

are the keynote of every article
we offer. Our 50 years' reputa-
tion behind our goods is your
assurance of value and satis-
faction in every respect.
We have a Coupon Plan.



'Phone :
South
Godstone
65

No. 4012
Distinctive Swagger Coat
showing the new high
buttoning effect in Club
Fleece. Attractive collar
and well-built shoulders.
All shades.

9½ Gns. Monthly 15/-

SELECTIONS
SENT FOR
YOUR
APPROVAL

PROTECTIVE
MONTHLY
PAYMENT
TERMS

DEPARTMENTS:

Jewellery, Watches and
Clocks, Plate, Cutlery, Ladies'
Clothing, Furs, Fur Coats,
Lingerie, Footwear, Furniture
Furnishings

E. J. FRANKLAND & CO., LTD.,
OF LUDGATE CIRCUS (Established 1885)

TEMPORARY EVACUATION ADDRESS:
(Desk L), MARLE HOUSE, SOUTH GODSTONE, SURREY.

Scotch MOLESKINS

(or 12 monthly
payments of
£1-14-11)

19 GNS.

LOVELY DARK COLOUR

Shorter Coats 12½ Gns.

Stylishly fashioned from selected
skins these "home produced"
furs are greatly favoured. You
can still be warm, smart, eco-
nomical, and patriotic. Remember,
with imports prohibited, furs will
be scarcer and dearer, so buy
now and save money. We offer
you strictly Trade Prices and,
if desired, Free Fur Storage.

DEFERRED TERMS
can be arranged for payment
over 12 or 18 months if desired

NEW CATALOGUE
showing latest Fur Models
Post Free on Request

FURS SENT ON APPROVAL

**UNITED
FUR FACTORS**
Wholesale Furriers

**WISE
USE FOR
14
COUPONS**

**20 Piccadilly Mansions, Piccadilly Circus,
London, W. (Entrance: 17 Shaftesbury Avenue)**

EXAMINATION SUCCESS GUARANTEED

CHAMBERS COLLEGE, founded in 1885, provides the finest and most up-to-date
Home Preparation Courses for Municipal Examinations including:

Sanitary Inspector (Jt. Board)
Meat and Food Inspector
Relieving Officer
Institution Officers
Clerical Assistants
A.R.V.O. • I.M.T.A.
Inst. M. & Cy. Engineers

College of Preceptors (accepted as
educational qualification by Joint
Board)
A.R.San.I., M.R.San.I.
Diploma M.R.I.P.H.H.
Chart. Institute of Secretaries, etc.
A.M.I.Mech.E., A.M.I.E.E.

THE ACID TEST OF TUTORIAL EFFICIENCY, SUCCESS—or NO FEE

We definitely guarantee to get you through your chosen exam. If we fail to
do so, then your tuition fee will be refunded in full.

POINTS IN OUR TUTORIAL SYSTEM

- Fees are inclusive of latest editions of all necessary
standard text books.
- All fees may, where desired, be paid by moderate
monthly instalments.
- All courses are prepared and students' work corrected
by highly qualified experts with a wide experience of
Municipal Examination requirements.
- Our Pass Record in all examinations is consistently
well over 90 per cent, and includes many top places.

You are invited to fill in and post the attached coupon or write for a FREE
copy of our 1941 Municipal Guide, which will be gladly sent without any obli-
gation whatever on your part.

**CHAMBERS
COLLEGE**

Dept. 212
148 HOLBORN
LONDON E.C.1

COUPON
CHAMBERS COLLEGE (Dept. 212)
148 Holborn, E.C.1.
Please send me your MUNICIPAL GUIDE.

NAME

ADDRESS

Exam. in which interested.....

(Id. stamp only required if unsealed)

20% CASH DISCOUNT

TO BONA FIDE PUBLIC OFFICIALS

It is real value you get at WINEGARTENS! Conditions are difficult but WINEGARTENS can be relied upon under all circumstances to protect the interests of their clients. Prices are being maintained as low as possible yet the qualities of WINEGARTENS products, be it Watches, Rings, Jewellery, Silverware, Cutlery, Clocks or Pewterware, are all manufactured to highest pre-war standard. The 4/- in the £ discount is a great opportunity to counteract the rising prices and is allowed to both civilian members and those serving in H.M. Forces.



CUTLERY of WINEGARTENS' own renowned manufacture in Sterling Silver, Silver Plate or Stainless, supplied both loose and in fitted Canteens. Comprehensive Catalogue sent post free on application. Cutlery offers one of the most useful suggestions for presentation purposes.

WINEGARTENS

EST. 1892. TELEPHONE: BISHOPSGATE 1786 (2 LINES) LTD.
157, BISHOPSGATE, LONDON, E.C.2.

ENGAGEMENT RINGS

Ten Thousand to select from



'Solitaire' with Baguette shoulders



'Solitaire' square set



'Solitaire' square set, step shoulders



Two Diamonds Crossover

Hours of Business Monday to Friday, 9.30 to 6 Saturday Closed all day



Very attractive Ladies' Cordonnais Wrist Watch in Chrome and Stainless Steel. 15 Ruby Jewelled Lever. Non-magnetic balance and hairspring. Exceptional value £5 5 0

Gents' Wrist Watch in Chrome and Stainless Steel, very robust construction. 15 Ruby Jewelled Lever. Non-magnetic balance and hairspring. £5 5 0

Gents' Distinguished Wrist Watch in 9 Gold with Winegarts high grade 15 Ruby Lever. Non-magnetic balance and hairspring. £10

COUPON To Messrs. WINEGARTENS Ltd, 157, Bishopsgate, London, E.C.2

I declare I am a bona fide Public Official. Please forward Catalogue(s) and Privilege Ticket entitling me to 20 per cent. cash discount.

☐ ENGAGEMENT RINGS ☐ JEWELLERY ☐ SILVERWARE
☐ WEDDING RINGS ☐ CUTLERY ☐ PEWTERWARE

Name
Address

BURTS OFFER YOU

TO PUBLIC OFFICIALS

This generous offer is the basis of BURTS' homely furnishing scheme. Sound value together with courteous treatment and care shown to customers in bad times make BURTS the leading Cash and Credit Furnishers. Remember discount can only be allowed if claimed when orders are placed, and prices are subject to market fluctuations and present day war-time increases.

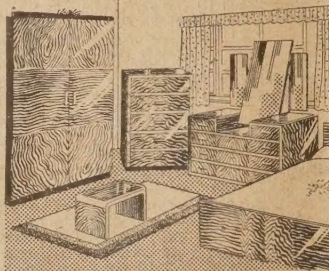
10% FOR CASH 3 3/4% FOR CREDIT

TAKE IMMEDIATE ADVANTAGE OF OUR LARGE STOCKS STILL ENTIRELY FREE OF PURCHASE TAX.

BURTS' WAR ECONOMY TERMS		
Weekly	buys	Worth
2/-	"	£15
2/6	"	£19
3/-	"	£23
3/6	"	£27
4/-	"	£31
4/6	"	£35
5/-	"	£39

IN THE BEDROOM. A very handsome Suite finished in beautiful grey walnut. The commodious wardrobe is in perfect harmony with the original designed dressing table and chest.

3'6 WEEKLY



BURTS

CHARLES BURT LIMITED

The Great Cash or Credit Furnishers

Registered Office: 175 Regent Street, W.1

Phone REGENT 5341

OPEN ALL DAY SATURDAY

BRIXTON 374 Brixton Road S.W.9
WEMBLEY - 74 High Road
HARROW - 318 Station Road
EALING 2-4 New Broadway, W.5
WATFORD - 37 High Street
PECKHAM - 152 Rye Lane
(Temporary Office and Showrooms)

Please send me your NEW CATALOGUE OF FURNITURE

Name
Address L.G.S.

SUCCESSFUL CAREERS

"Employers are now demanding definite proof of ability for the higher positions. There is now no responsible place in business for the unqualified man."

J.H. Mackay
PRINCIPAL



in Commerce, Industry, Accountancy, Secretaryship, Shipping, Local Government, Banking and Insurance.

Not just a few, but literally thousands of School of Accountancy students have risen from the ranks to important, well-paid positions in Commerce, Industry, Banking, Insurance and Local Government at salaries ranging from £350 to £2,000 a year. They have achieved their successes as a definite and direct result of School of Accountancy Postal Training. These men and women, most of them of average intelligence and education, have multiplied their salaries and made their futures secure.

Send for this 180 page FREE GUIDE to careers



Some chapters in the Guide: How Office men and women can rise to appointments such as Accountants, Company Secretaries, Cost Accountants, Office Managers, Auditors, Cashiers, Local Government Officers, etc. How technical men can qualify as Commercial and Works Managers. Courses for Youths and Young Ladies. Students' Success Reports certified by a Chartered Accountant. Opinions of eminent University Lecturers on the School's service. The School's incomparable record of successes in the Accountancy, Secretarial, Banking, Insurance, Matriculation and Commercial Examinations. How the Principal's advice on your career can be obtained free.

BRITAIN'S GREAT HIGHWAY TO SUCCESSFUL CAREERS

THE SCHOOL OF ACCOUNTANCY

As The School's London premises have been requisitioned by the Government, all communications should be addressed to the Glasgow Office. Complete arrangements have been made to ensure the uninterrupted provision of The School's full Tutorial Service.

100 REGENT HOUSE, GLASGOW, C.2